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December 1990

A TALE OF TWO LETTERS—SEE PAGES 2 AND 3

ELECTION 90,
A LOOK BACK
—SEE PAGE 3

Prize offered for new masthead—details below

The venerable Northern California Teamster masthead (pictured above), which has graced the front page of the newspaper since 1978, is getting ready to retire.

The Executive Board of Joint Council 7 has decided to conduct a contest to provide the newspaper with a new masthead. The Board has approved an award of \$250 for the winning design.

The contest is limited to Teamsters who are members of Local Unions associated with Joint Council 7.

The lettering, graphics, style and design of submitted entries should be consistent with those normally associated with newspapers. An effort should also be made if possible to reflect the wide range of occupations represented by the Teamsters Union.

The winning entry will be chosen by the Joint Council 7 Executive Board, and the winner will be announced in the March issue of the *Teamster*.

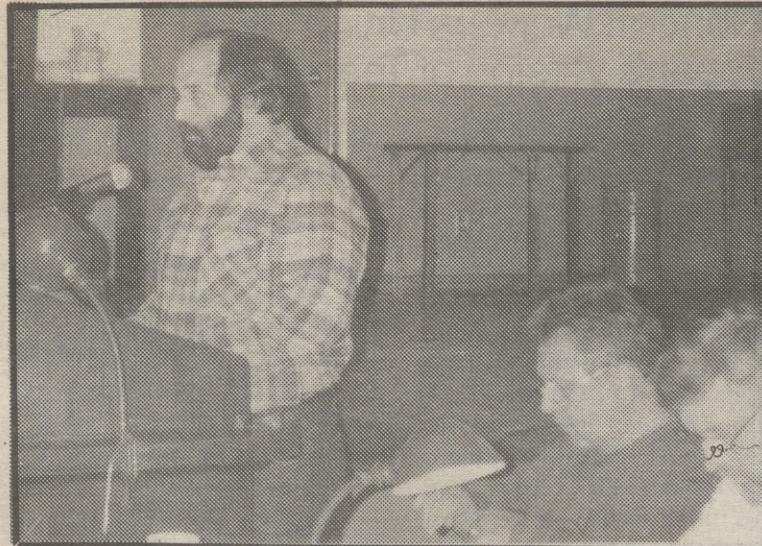
The Joint Council 7 Executive Board reserves the right to withhold the \$250 award if no entries are determined to be suitable for publication in the *Teamster*.

All entries submitted become the exclusive property of Joint Council 7, which also will have sole control of the winning entry's publication rights.

Entries should be submitted postmarked by Jan. 15, 1991 to the *Northern California Teamster*, 150 Executive Park Blvd., Suite 2900, San Francisco, CA 94134. For more information, contact *Teamster* editor Eric Johnson at (415) 467-2552.



News drivers say OK to new, improved contract



LOCAL 921 Secretary-Treasurer Ben Papapietro Jr. explains new contract to members. They approved the new agreement by a vote of 282 to 38.

A tentative contract agreement between Local 921 in San Francisco and two local newspapers, the product of marathon negotiating sessions that continued straight through a strike deadline, was overwhelmingly approved by members on Nov. 25.

Ben Papapietro Jr., Local 921's secretary-treasurer and business manager, says the agreement covers an estimated 800 delivery truck drivers at the *San Francisco Chronicle* and *San Francisco Examiner*.

The Teamsters had been work-

ing without a contract since Feb. 1, as had workers represented by nine other Unions. All 10 Unions involved in the negotiations—which included Teamsters, mailers, pressmen, vendors, janitors, paper handlers, printers, reporters and editors—are members of the Conference of Newspaper Unions.

The Conference reached the tentative agreement on economic issues with newspaper negotiators at about 6:30 a.m. on Nov. 17. A

NEWSPAPERS, Page 8

Green Giant is new Scrooge in town

Green Giant is giving approximately 380 Teamster workers at its Watsonville vegetable processing plant a Christmas present they'll never forget—it's sending their jobs to Mexico.

Sergio Lopez, secretary-treasurer of Teamster Local 912 in Watsonville, which represents the workers, says that as a result of the job transfer, Green Giant will begin laying off its local workers Jan. 4, 1991.

Lopez says that broccoli and cauliflower processing will be going south. A small percentage of the jobs will be shifted to Ohio.

Greed a factor

Lopez says that Grand Metropolitan, the London-based retailing conglomerate that obtained Green Giant when it executed a hostile takeover of Pillsbury in 1988, is being attracted south of the border by the low wages it can get away with paying needy workers there.

He says that instead of paying workers the \$9.50 an hour average paid in Watsonville, Green Giant will pay \$4 a day to Mexican workers.

Lopez also says that since the produce processed at the plant in Irapuato, Mexico will be sold only in the United States and not in Mexico, Green Giant will not have to pay taxes there.

Grand Met, which counts among its subsidiaries Burger King, Haagen-Dazs ice cream, Smirnoff Vodka, J&B Scotch, Gilbey's Gin and Alpo dog food, makes money on both ends of the deal.

"Purely and simply, they're motivated by greed and avarice," Lopez says.

The victims

Lopez says that Local 912 negotiated a generous \$2 million severance package with Green Giant that includes pay for workers, a period of continued health and welfare coverage and the placement of a retraining center at the Watsonville plant.

Lopez says, however, that many of the laid off workers will require much more training to re-enter the job market than Green Giant is willing to provide.

He says that the average age of those whose jobs were taken away is 45 years old, hardly the ideal age to begin a new career.

According to Lopez, 80 percent of those laid off are women, and 70 percent are of Mexican descent. He says that many of them will need extensive instruction in English and basic skills such as math before they can qualify for jobs paying as much as their old ones at Green Giant.

Dangerous trend

Lopez says the experience of dealing with Green Giant graphically illustrates the dangers associated with the growth of multinational companies which have no allegiance to any one country.

Grand Met never claimed to be losing money at its Watsonville plant, he says. It just decided to move south in an effort to maximize its profits.

GIANT, Page 8

ATTENTION

This issue contains Notices of several Locals for the nomination and election of delegates and alternate delegates for the 1991 International Brotherhood of Teamsters convention in Orlando, Florida.

The elections of delegates and alternates are being conducted pursuant to special rules put into effect by Elections Officer Michael H. Holland under the RICO consent decree.

Please turn your attention to pages 5, 7 and insert to see if Notices pertaining to your Local are printed in this issue.



The letter SF Examiner refused to print

Joint Council 7 President Chuck Mack recently wrote to the *San Francisco Examiner* in response to a piece written by *Examiner* columnist David L. Kirp about trucking deregulation.

Kirp became interested in the subject after running into some Teamster pickets in front of the State Building on Van Ness Avenue in San Francisco protesting the California Public Utilities Commission's move toward the deregulation of the state's intrastate trucking industry.

Kirp's resulting column took the Teamsters to task on a number of issues and charged that the Union opposed deregulation for purely selfish financial reasons.

It included tired arguments usually offered by deregulation proponents about the supposed "savings" that are raining down on consumers now that constrictive trucking regulations have been lifted.

In the column, Kirp even expressed surprise that the Teamsters were resorting to picketing rather than thuggery and bribes to get their point across.

Mack was quick to respond to Kirp's allegations. However, even though Kirp's column ran close to 800 words, *Examiner* editors informed Mack that his response would be limited to "three or four paragraphs."

To do the response justice, we have decided to print it in its entirety below:

Mr. William Hearst III
Publisher/Editor
San Francisco Examiner
110 Fifth Street
San Francisco, CA 94103

Dear Mr. Hearst:

David Kirp's recent article "Keep on Trucking" (Oct. 3, 1990) was a shallow and superficial explanation of the struggle for a regulated trucking industry in California. It contained numerous inaccuracies.

First, Teamster members—described by Mr. Kirp as "burly" (*I imagine we all look the same to him*)—are not picketing the State Public Utilities Commission (PUC) because we are anti-competitive. We are there because the PUC has become a "knee jerk" reflex for the wants of "Big Business."

Second, cheaper trucking costs resulting from deregulation have not benefited consumers. They sure increased the profits of California's corporate giants, however.

Finally, the Teamsters Union and the California Trucking Association are not, as Kirp apparently believes, one and the same. As often as not, we disagree on issues at the Legislature, PUC or in collective bargaining. While we share many of the same concerns regarding regulation, there are also areas of strong disagreement.

Teamster opposition to truck deregulation is supported by the experiences of the last 10 years. During that period, we have lived with deregulation nationally and in California. What are the results? Are we better off than in 1980? Is the industry more stable? Hardly!! Trucking bankruptcies have sky-rocketed—up 300 percent from pre-deregulation days. More than 100 large national carriers have failed. These closures have cost 140,000 Teamster members their jobs.

Deregulation must have increased competition, right? Wrong! Recent figures show an alarming increase in industry concentration. Roadway, Yellow Freight Lines and Consolidated Freightways have increased market-share by 45 percent over the past nine years. This concentration has led industry analysts to predict increased freight rates. Costs are on the way up and not because of fuel alone. By the way, all three carriers are under Teamster contract.

What about the consumer? Haven't lower freight rates meant lower costs? No way! Aside from some rather creative and deceptive statistical analysis by proponents of deregulation, there has not been one shred of hard evidence introduced showing that the savings realized by Big Business in California have been shared with consumers. The price of cereal, tires, soap and soup has not decreased. Just the opposite.

What about safety? What safety! FACT; The national truck fleet is aging. FACT: In spite of all this, trucking companies are spending less on maintenance. FACT: 30 to 40 percent of trucks

New name for TARP

Recent actions by the Board of Directors of the Teamsters' Alcoholism Recovery Program (TARP) and the Teamsters' Aftercare Group Program (TAGP) have resulted in the consolidation of the two organizations into one new organization with a broader purpose.

The new program, the Teamsters' Assistance Program of Northern California (TAP), will provide three service options to participating health and welfare trust funds.

The three options are Managed Care Systems, an Employee Assistance Program and Substance Abuse Assistance.

TAP officials say the new program continues the unique features of the former services—peer support and Teamsters' specific aftercare—while at the same time expanding services to better serve the changing needs of the participants.

Origins

TARP and TAGP were started in 1968 to assist Teamsters with primary alcoholism in getting treatment for the alcohol addiction.

The goals were to save lives and to save jobs.

As use of addictive substances expanded in society, so did the treatment needs of Teamsters. Therefore, in 1982, services were expanded to assist members with not only alcohol but also other primary drug addictions.

Now, the needs of workers and their employers are changing, and the program is expanding to meet those needs.

The Teamsters' Assistance Program is operated with the support and endorsement of Joint Council 7. While policy decisions and day-to-day operations are the responsibility respectively of the Board of Directors and the staff of TAP, the operating strategy will support the mission and purpose of Joint Council 7.

Mission statement

The TAP Mission Statement, developed to guide all TAP operating policies and procedures,

TAP, Page 8

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Editor: Eric Johnson

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Japanese unionists pay visit to Local 853



LOCAL 853 Secretary-Treasurer Al Costa (far right) and Vice President Rome Aloise (second from right) greet delegation of visiting Japanese unionists during their recent stop in San Leandro.



ZETTIE PEREIRA (right), the Teamsters chief shop steward at the Worden West warehouse in San Leandro, meets with Japanese unionists when they toured the facility recently.

General Workers Union called Japan's version of Teamsters

the video has since been translated into Japanese.

Teamster counterpart

According to Saporta, the National Trade Union of General Workers views the IBT as its U.S. counterpart, as both organizations represent workers in a wide variety of occupations.

The Union was formed in 1955, when a number of small Unions in different fields united in an effort to increase their bargaining power. Originally called the Liaison Council of National Amalgamated Workers' Unions, the organization changed its name to the National Trade Union of General Workers in 1960.

Its membership peaked at 140,000 in 1978 when it merged with the National Trade Union of Wood Industry Workers. Membership has since dropped to 81,000, with the decline being attributed to change in the industrial structure, the diversification of the working structure and the withdrawal of some regional members.

Makeup

Forty-one percent of the Un-

JAPANESE, Page 8

Many more wins than losses in fall elections

The California Teamsters Public Affairs Council reports that even though gubernatorial candidate Dianne Feinstein and attorney general candidate Arlo Smith were narrowly defeated in their bids for statewide office, Teamster support proved instrumental in a number of successful races in the 1990 general election.

Except for Feinstein and Smith, all other Teamster-endorsed candidates for statewide office were successful. Nine of the 11 Union-backed candidates for the U.S. Congress won, as did all Teamster-endorsed candidates for the California State Senate and 17 of the 18 individuals the Union endorsed for the California State Assembly.

Teamster support also influenced the outcome of many of the state ballot propositions, including the defeat of the well-intended but vague Big Green initiative.

Locally, the Teamsters backed all five candidates elected to the San Francisco Board of Supervisors as well as San Jose's new Mayor-elect Susan Hammer. The Union also endorsed the successful bids of Trixie Johnson and George Shirakawa for the San Jose City Council.

The Teamsters were extremely active during the fall campaign. Pictured below are a few Teamsters caught in action.



UPS DRIVERS Eugene Busch (right) and Steve Cardarelli work the telephones at Victory 90 headquarters in San Francisco.



LOCAL 278 President John Casaccia distributes campaign literature to drivers leaving the UPS facility in San Francisco.



BLAKE MARTIN of Frito-Lay (left) catches UPS drivers on their way in to work. Phil Buckley, also of Frito-Lay (right), catches them on their way out of the building.

Fest funds to Teamsters?

An estimated 380 Teamsters who will lose their jobs when Pillsbury/Green Giant drastically reduces staff at its Watsonville food processing plant at the end of the year will receive special notice during the Fifth Annual Western Workers Labor Heritage Festival in Santa Cruz next month.

Green Giant has decided to transfer most of the work performed at the Central California plant to the Mexican city of Irapuato.

Festival organizer David Winter says that, traditionally, some of the proceeds collected at the event's closing concert are given to workers in need. He says that this year, the Green Giant workers are among those who may receive funds aimed at alleviating some of the difficulties associated with the loss of jobs.

Festival purpose

Organizers say the Heritage Festival is held to provide an opportunity to share and exchange Labor songs with other Union singers and to develop skills to spread Labor's message to other working people, their families and elected officials. The event is held annually in Northern California on the weekend preceding Martin Luther King, Jr. Day in honor of the slain civil rights leader.

For ticket or festival information, call (408) 426-4940 or write to the Western Workers Labor Heritage Festival, P.O. Box 7184, Santa Cruz, CA 95061.

Nordstrom's protest

The United Food and Commercial Workers International Union (UFCW) is asking the Teamsters to help out in a dispute with Nordstrom's department store.

It seems that Nordstrom's has failed to settle the wage claims of current and former employees for millions of dollars worth of "off the clock" work—unpaid overtime that employees were expected to work—and has decided instead to launch a vicious counterattack against the Union.

The UFCW has launched a consumer/trade union information campaign at Nordstrom's in Northern California. An informational leafleting action will take place at Nordstrom's store in San Francisco.

The UFCW is asking Teamsters to write to Nordstrom's officials in Seattle to express their concern at the store's anti-Union activities. The address is Mr. Jim Nordstrom, 1501 Fifth Ave., Seattle, WA 89101.

Mack letter straightens out CF's O'Brien

Joint Council 7 President Chuck Mack recently penned a response to a "state of the company" letter that Raymond O'Brien, chairman and chief executive officer of Consolidated Freightways Inc., sent to the company's employees, including those working for its various subsidiaries.

In the letter, O'Brien told the employees that one of those subsidiaries—a regional carrier called Con-Way Eastern Express—went out of business after it was struck by the Teamsters Union without prior notice.

Mack's response questioned whether Consolidated ever really intended to keep the company afloat. He wonders whether company officials purposely put forward a substandard agreement secure in the knowledge that it would be defeated, thereby providing Consolidated with a convenient excuse to fold the unprofitable subsidiary's tent without having to deal with federal closure notification requirements.

Mack wrote that the closure also gives Consolidated an impressive tool to scare future organizing efforts with—the specter that unionization leads to lost jobs.

Mack also took exception to O'Brien's practice of praising CF Motor Freight, which is organized by the Teamsters, as "North America's best long-haul LTL trucking company," while also singing the praises of Con-Way Transportation Services in the same letter. Con-Way, though built with profits earned by quality Union workers, is non-union.

Mack addresses a number of other concerns in his response, which is printed in its entirety below.

Mr. Raymond O'Brien
Consolidated Freightways Inc.
175 Linfield Drive
Menlo Park, CA 94025-3799

Dear Mr. O'Brien:

We recently received a copy of your Sept. 19, 1990 letter to employees. It compels a response on several points.

First, the strike at Conway East was precipitated by the company's insistence on a substandard agreement—one that did not meet the needs and expectations of our members, your employees. The company's proposal would actually have reduced benefits, eroded conditions and given Conway a competitive advantage over numerous companies in the eastern corridor—companies that pay the wages and benefits provided therein and manage to remain profitable. A "sweetheart" contract at CEX would have destabilized labor costs in the east. Other employers would have demanded relief, and justifiably so.

CF is no novice to Teamster contract talks. It's hard to believe the company, highly sophisticated as it is, one which prides itself on understanding the work force, would not know its proposal would be rejected. "Methinks" the company did know. The strike, however, provided CF the excuse to shed an underperforming asset and, at the same time, escape the closure notification requirements of federal law.

It serves another purpose, too. In the future, every time a Teamster Local tries to organize at Conway, the CEX story will be "trotted out." CF knows what we know. If job losses can be linked to unionization, the company's chances of prevailing in an employee vote will be much improved.

Second, our members (CF-Emery) resent their companies being lumped in the same report with Conway. Besides being profitable, the only thing the two have in common is the need for union representation. CF is . . . Conway isn't. This is somewhat surprising and utterly unwarranted for the following reasons:

- 1) Conway was created from the profits generated by Union Labor.
- 2) CF, paying top dollar, has been, is and will be profitable.
- 3) Teamsters and CF labor relations generally are good.

Our members view Conway's development with alarm. It's seen as a threat. They wonder if their jobs will be swallowed up by this alter-ego at a future date.

They also feel betrayed. They haven't worked hard and sacrificed over the years to build a strong, profitable non-union company! Notwithstanding the bottom line, these dual operations are counterproductive and employee morale at both companies has suffered. CF needs to end this charade and join with us in bringing the benefits of Union representation to Conway employ-

CONWAY, Page 8

Editorial

Make yours a Union Christmas in 1990

It is that time of year when we make the nation's cash registers sing with our gift-buying for family and friends.

But in the true spirit of the season, let's make sure the cash registers are in union stores. Let's not forget our other "family," our brothers and sisters in the Labor movement, by purchasing the fruits of their labor.

We can make the 1990 holidays better for all workers if we look for the Union label on our gift purchases, use Union services for our transportation and entertainment needs, and patronize Union establishments for our parties and festivities.

The holiday season is also a time for reflection. It is a time to give serious thought to our role as trade unionists; of the personal impact each of us have on the families of millions of Union men and women in America.

John Donne wrote: "No man is an island" and this is especially true of the Union member. His or her economic well-being is directly tied to the earning power of all other workers.

This is the time of year when the common bond that embraces all Union men and women should be at its strongest. The true feeling of brotherhood and solidarity is the keynote of the season.

And in light of this we must also remember there is little holiday joy for our brothers and sisters who find themselves embroiled in a strike or lockout. We can arrange food banks, fund-raising events and donate gifts for these workers and their children.

Brotherhood in caring about our fellow trade unionists and solidarity in expressing the spirit of closeness is what binds our membership.

The purchasing power of Union consumers can have its biggest impact at this time of year. Let us all see the emblems of Organized Labor as torches that help light the way to freedom, peace and goodwill for all.

—Union Labor & Service Trades Department, AFL-CIO
Washington, D.C.

Happy holidays from JC7

The officers and staff of Joint Council 7 and the *Northern California Teamster* wish all Joint Council 7 Teamsters and their families a very happy Holiday Season and a safe and prosperous New Year.

Also, thanks for all your help and support in 1990. We look forward to working with you in 1991, which we expect to be another banner year for the Teamsters.

Give to DRIVE. It's for YOU.

**Teamsters Joint Council 7,
150 Executive Park Blvd., Suite 2900, San Francisco, CA 94134**

I enclose, freely and voluntarily and not out of fear of reprisal, the sum, indicated below, for DRIVE with the understanding that this voluntary contribution may be used for political purposes in accordance with the constitution and rules of DRIVE.

Suggested Voluntary contribution:

\$5 \$10 \$15 \$20 \$25

Name (Please Print)

Address

City

State

Zip

Local Union #

Social Security Number

Signature

Date

A copy of our report is filed with Federal Election Commission and is available for purchase from the Federal Election Commission, Washington, D.C. 20463.

Note: Not deductible as a charitable contribution for Federal income tax purposes



President's Report

by Chuck Mack

President, Joint Council 7

As impossible as it seems, the holiday season is once again upon us. It feels like only a few weeks have passed since the ornaments were put away, and now it's time to pull them out again.

Although with the drought and all, we can't really rely on the weather to tip us off to upcoming seasonal events anymore, the department stores—those harbingers of the holidays—never let us down.

Just after Halloween, the Christmas decorations flew up, the lights on the trees were hurriedly lit and the carols began blaring from the public address systems.

You can't blame the stores for rushing into the Christmas mood, however. It's been estimated that at least a quarter of retailers' annual profits are recorded during the six weeks or so of frenzied shopping that precede Christmas. And while many economists are predicting that a looming recession may dampen spending this holiday season, millions and millions of dollars will still go toward the purchase of presents for family and friends.

Union label

Hence, Christmas shopping provides Union members with the opportunity to practice what they preach. When shopping this Christmas, make a sincere effort to do business with stores that employ Union help and try to buy American made products produced by Union workers. LOOK FOR THE UNION LABEL!

By doing so, we can not only keep the resulting financial benefits "in the family," so to speak, but we can also send a message to retailers that there is a market for quality merchandise produced in this country by well-paid Union workers. Maybe, just maybe, we can convince them that selling such merchandise constitutes sound business strategy. This can only be accomplished by putting our money where our mouths are.

Fall campaign

And speaking of putting our money where our mouths are, the Teamsters certainly ensured that this was so during Dianne Feinstein's campaign for governor. The Teamsters Union endorsed Feinstein

and then came through big-time with impressive contributions—both in terms of money and manpower.

Even though Feinstein was defeated, the Teamsters' contributions surely opened the eyes of those who may have questioned the Union's commitment to its endorsed candidates. I'm sure future candidates would love to have the Teamsters on their side or think twice before opposing the Union after its display this fall.

While it may appear that Santa Claus left two large pieces of coal in our stockings in the forms of Pete Wilson and Dan Lungren (who had edged ahead of Arlo Smith as of this writing), the California Teamsters Public Affairs Council reports that with very few exceptions, Teamster-endorsed candidates for constitutional offices fared very well on Nov. 6. They will be receptive when we come calling.

Also, Feinstein's near-upset leads most to believe she will seek another elective office in the near future—maybe even Alan Cranston's seat in the U.S. Senate when he steps down. We may be able to help each other yet.

Happy holidays

Finally, I would like to wish a happy Holiday Season and a prosperous New Year to all Joint Council 7 Teamsters and their families. As for 1990, we should not let Feinstein's defeat cloud what was in actuality a very good year for the Teamsters.

It appears that the momentum in the battle against the California Public Utilities Commission over trucking deregulation has turned in our direction. We did an excellent job getting our point across with an impressive demonstration in Sacramento during mid-October. Look for future gains in this area.

Organizing continued apace and a number of improved contracts were negotiated and approved. Again this year, our Union exhibited the dynamics and adaptability that has kept it at the forefront of the American Labor movement despite the job market's rapidly changing demographics.

I can think of nothing capable of preventing 1991 from becoming another banner year for the Teamsters Union.



VOL. 35, NO. 9

R 1-8

December 1990

SUPPLEMENT TO DELEGATE ELECTION NOTICES

GENERAL RULES RELATING TO THE NOTICE
OF NOMINATIONS AND ELECTION OF DELEGATES
AND ALTERNATES TO THE IBT CONVENTION



LOCAL 576 (from page 7)

nominate or second, a member must have paid dues through the month of December, 1990. Dues arrearages must be paid by 5 PM, January 16, 1991, at the Local's office at 1510 Park Avenue, Suite 100, San Jose, CA 95126.

For additional rules and information which apply to the nomination of Delegates and Alternates, see the explanation under the General Rules set forth in this issue, which are applicable to all Locals holding nominating meetings.

Election Notice

The election for 1 delegate and 1 alternate delegate to the 1991 International Brotherhood of Teamsters Convention in Orlando, Florida, will be held on:

Date: March 13, 1991

Time: 8 AM to 8 PM

Location: General Teamsters Meeting Hall, Bldg. B, 1452 No. 4th St., San Jose, CA 95112

The Election Officer will supervise all phases of voting, which includes providing a standard type of election mechanical device and the preparation, maintenance and counting of ballots.

To vote a member must have paid dues through the month of February, 1991. Dues arrearages must be paid by close of business, March 1, 1991, at the Local's office at 1510 Park Avenue, Suite 100, San Jose, CA 95126. For additional information regarding in-person voting, see the explanation under the General Rules set forth in this issue, which are applicable to all Locals holding delegate elections. For information relating to the nomination or election process please contact:

Michael H. Holland
Election Officer

International Brotherhood of Teamsters
25 Louisiana Avenue, N.W.
Washington, D.C. 20001
Tele: 1-800-828-6496

John F. Henning, Jr.
Regional Coordinator
100 Bush Street, Suite 440
San Francisco, California 94104
Tele: 415-981-4400

Louis D. Riga
Secretary-Treasurer
Local Union No. 576
1510 Park Avenue, Suite 100
San Jose, California 95126
Tele: 408-292-1110

NOTICE

(Mail Ballot)

LOCAL UNION NO. 624

**SPECIFIC NOTICE OF NOMINATIONS AND
ELECTION OF DELEGATES AND ALTERNATES
TO IBT CONVENTION**

Nomination Notice

Nomination of candidates of 3 delegates and 1 alternate delegate to the 1991 International Brotherhood of Teamsters Convention in Orlando, Florida, will be held on:

Date: January 24, 1991

Time: 8 pm

Location: Santa Rosa Veterans Memorial Building,
1351 Maple Avenue, Santa Rosa, California 95405

The expenses of sending the delegates to the 1991 International Brotherhood of Teamsters Convention will be paid by the Local Union.

To be eligible to nominate or second, a member must have paid dues through the month of December, 1990. Dues arrearages must be paid by 4:30 pm, January 24, 1991 at the Local's office at 1371 Neotomas Avenue, Santa Rosa, California 95405.

For additional rules and information which apply to the nomination of Delegates and Alternates, see the explanation under the General Rules set forth above, which are applicable to all Locals holding nomination meetings,

Election Notice

The election for 3 delegates and 1 alternate delegate to the 1991 International Brotherhood of Teamsters Convention in Orlando, Florida, will be conducted by mail ballot.

Ballots will be mailed on or about March 4, 1991, to all members in good standing as of that date. To be eligible to vote, a member must have paid dues through the month of February, 1991. Dues arrearages must be paid by noon, March 28, 1991, at the office of Local 624, 1371 Neotomas Avenue, Santa Rosa, California 95405.

Only those ballots which are returned to the post office box designated on the return envelope will be counted. Any eligible member not receiving a mail ballot within ten (10) days prior to the March 28, 1991 should contact the Office of the Election Officer, c/o Regional Coordinator John F. Henning, Jr., at 100 Bush Street, Suite 440, San Francisco, California 94104, tele: 415-981-4400. The postmark or mailing date of the ballot will not be considered in determining the timely casting of the ballot. Only those ballots actually in the post office box at 12:00 noon, on March 28, 1991 will be counted.

The ballots will be counted on March 28, 1991 at noon at the Local Union Hall, 1371 Neotomas Avenue, Santa Rosa, CA 95405. The Election officer will perform and supervise functions related to mail balloting.

For additional information relating to the nomination or election process, please contact:

Michael H. Holland
Elections Officer
International Brotherhood of Teamsters
25 Louisiana Avenue, N.W.
Washington, D.C.
Tele: 1-800-828-6496

John F. Henning, Jr.
Regional Elections Coordinator
100 Bush Street, Suite 440
San Francisco, California 94104
Tele: 415-981-4400

Brian Beaver
Secretary-Treasurer
Local Union No. 624
1371 Neotomas Avenue
Santa Rosa, California 95405
(707) 542-1292

(Por Correo)

SINDICATO LOCAL NU. 624

**NOTIFICACION ESPECIFICA DE NOMINACIONES Y
DE ELECCION DE DELEGADOS Y DELEGADOS
SUPLENTES A CONVENCION IBT**

Notificación De Nominaciones

La nominación de candidatos para 3 delegados y 1 delegado suplente a la Convención del International Brotherhood of Teamsters de 1991, que tomará lugar en Orlando, Florida, será el

Fecha: January 24, 1991

Hora: 8 pm

Lugar: Santa Rosa Veterans Memorial Building, 1351 Maple Avenue, Santa Rosa, CA 95405

Los gastos de mandar los delegados a la Convención de la IBT serán pagados por el Sindicato Local. Para tener derecho al voto, un miembro debe estar al día con sus pagos de las cuotas mensuales hasta el mes de December, 1990. Las cuotas mensuales que no han sido pagadas deben ser pagadas antes del 4:30 pm, January 24, 1991 en el 1371 Neotomas Avenue, Santa Rosa, California 95405.

Para información adicional relacionada con el proceso de la votación en persona, vea la explicación bajo las Reglas Generales arriba, que están puestas en vigor todos los Locales que están conduciendo elecciones de delegados.

Notificación de Elección

La elección de 3 delegados y 1 delegado suplente para la Convención del International Brotherhood of Teamsters de 1991, que tomará lugar en Orlando, Florida, será conducida por medio de votación por correo.

Las boletas de votación serán enviadas por correo aéreo de March 4, 1991 a todos los miembros solvientes, tanto en sus cuotas mensuales como en cualquier otra de sus obligaciones, desde esa fecha (NOTA: las boletas de votación por correo deben ser enviadas por lo menos diez y seis (16) días antes de la fecha límite para el inicio de las votaciones). Para tener derecho al voto, un miembro debe estar al día con sus pagos de las cuotas mensuales hasta el mes de February, 1991. Las cuotas mensuales que no han sido pagadas deben ser pagadas antes del noon, March 28, 1991 en el Local 624, 1371 Neotomas Avenue, Santa Rosa, Calif., 95405.

Solamente aquellas boletas de votación que hayan sido regresadas al apartado de correo postal señalado en el sobre de remitente, tomarán parte en el escrutinio. Cualquier miembro con derecho al voto que no haya recibido una boleta de votación por correo dentro de los diez (10) días anteriores al March 28, 1991 debe ponerse en contacto con el Funcionario de La Oficina de Elección, a cargo del Coordinador Regional, Mr. John F. Henning, Jr., 100 Bush Street, Suite 440, San Francisco, California 94104; tele: 415-981-4400. El metasello postal o la fecha en que se debe enviar la boleta de votación, no se tomará en consideración para determinar el depósito a tiempo del voto. Solamente aquellas boletas de votación que estén efectivamente en el apartado de correo postal antes de las doce (12:00) de medio dí, el March 28, 1991 serán tomadas en cuenta para el escrutinio de votos.

Las boletas de votación serán escrutinadas el March



Local 70 News

BROTHERHOOD OF TEAMSTERS LOCAL 70

70 Hegenberger Road, Oakland, Calif. 94621

December 1990

148

Phone 569-9317

Local 70 contributes to PUC protest



A DELEGATION OF PICKETS from Local 70 spent the day recently maintaining the line in front of the State Building in San Francisco to protest trucking deregulation. Chuck Mack, Local 70 secretary-treasurer and Joint Council 7 president, has vowed to keep the picket line in place until deregulation falls.

Conference pension plan is thriving, report says

The 1989 Western Conference of Teamsters Pension Actuarial Report was recently completed by the plan's actuary, D M & C Consultants, Inc. of Whittier, Ca. The report contains interesting facts and information that we felt appropriate to share with our members.

I.) Participant Census

A. It's estimated that as of January 1, 1990 there are 283,750 active participants (covered work force) in the plan.

B. The covered work force, on January 1, 1980, numbered 371,400.

C. By January 1, 1984 that number had declined by 18½ percent to 302,750.

D. Since then, there has been a slow and steady attrition in the covered population. However, the total number of hours worked during 1989 increased by about 1 percent. This was the first year-to-year increase since 1984.

E. Pensioners and beneficiaries have jumped from 94,000 in 1981 to over 143,000 in 1990.

F. Members who have vested and left the craft increased from 35,000 in 1981 to over 85,000 in 1990.

II.) Retirements

A. During 1989 the number of new retirees and beneficiaries rose moderately by 8,947.

B. The average age at retirement was 60.7.

III.) Benefits Provided

A. The overall average benefit paid to new pensioners is \$755 per month.

B. More than 20 percent of all new pensioners retired with an average monthly benefit in excess of \$1,000.

C. Benefits paid in 1989 were almost two and one-half times the amounts paid in 1980.

D. Members who worked under the National Master Freight Agreement and retired in 1989 will, after one year and 11 months of drawing pension benefits, exceed contributions made by their

Beware of noise threat

WASHINGTON, D.C. (TNS) — You can't see it, touch it, taste it or smell it, but it's one of the oldest, most widespread and insidious of all the occupational hazards.

What is it? Noise.

The risk has been recognized for a long time. In 1711, a writer named Bernardino Ramazzini commented on hearing loss suffered by copper workers as a result of hammering on metal. A century later, British researchers linked hearing loss among boilermakers, blacksmiths and similar workers to continuous exposure to loud noise.

In our time, the hearing loss suffered by many soldiers in World War II spurred increased research into the health effects of noise. This, in turn, led to the continuing development of noise-control techniques and regulatory controls.

But still the problem remains, and continues to be a concern,

Master Freight talks aim for February agreement

Teamster representatives from across the country gathered in Chicago in mid-November to approve proposals for a new National Master Freight Agreement.

Two representatives from each Local were invited. They listened to a reading of the National proposal and then attended conference meetings for reading of Supplemental Agreements. The National proposal was approved unanimously and it, along with Supplemental proposals, will be given to management representatives this month.

Bargaining between the parties will begin in early December. The Teamster National Committee hopes to have an agreement in hand by mid-February so it can be submitted to the rank and file for acceptance or rejection.

Negotiations for Western Conference Supplements, including the Joint Council 7 Pickup and Delivery Agreement, are being held in Phoenix. At the end of January talks will move to Washington, D.C.

Secretary-Treasurer Chuck Mack and Line Division Director Ernie Freitas attended the Chicago meeting and expressed satis-

faction with the proposal. "Many of our concerns were dealt with in the National proposal," said Mack. "Couple that with our Supplemental proposal and we have a strong package awaiting the employer."

Negotiators don't expect easy talks. The Union is demanding an end to any aspect of two-tiered wages or benefits, sizable wage and pension increases, continued health and welfare benefits and an end to double breeding. This comes at a time when the industry is suffering from a recession and increased fuel costs.

National negotiations will be headed by R.V. Durham, chairman of the National Freight Division and an International Brotherhood of Teamsters vice president from North Carolina. "Durham's leadership should be an important factor in our negotiations," Ernie Freitas claimed. "He represents freight members directly and so understands their problems. That's a plus."

As negotiations proceed, Mack advised that members will be updated with reports in the Local 70 News and at membership meetings.

Reservists' job rights

WASHINGTON, D.C. (TNS) — Military reservists called to active duty have the right to return to their old jobs if they meet certain requirements, according to the U.S. Department of Labor.

There are four requirements in the Veterans' Reemployment Rights (VRR) law, said Thomas E. Collins III, assistant secretary of labor for veterans' employment and training. He said returning reservists must:

- have held an "other than temporary" civilian job—not necessarily a "permanent" job;
- leave the civilian job to go on active duty;
- receive a certificate of satisfactory service, and;
- apply for reemployment with

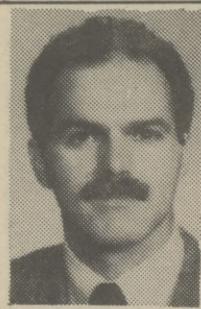
the pre-service employer within 31 days.

"A person meeting these requirements is entitled to their pre-service position or an equivalent job," said Collins.

Collins pointed out that a returning service man or woman returns to the seniority ladder at the point that would have been reached without the interruption for military service.

The VRR law, in effect since 1940, applies to those who leave their jobs for voluntary or involuntary military service, in war or peace, Collins noted.

The Veterans' Employment and Training Service (VETS) in



President's Report

The defeat of Dianne Feinstein and the election of Pete Wilson signal a continuation of hard times for those of us who represent organized labor. The most immediate effect will be a continuation of Public Utility Commission appointees who favor the deregulation policies of the prior administration.

We have little hope now of changing the direction of the PUC and as a consequence the job security of our members working for regional freight carriers is in further jeopardy.

Our ability to mold policy depends upon the power available to us. The loss of the governor's race limits our access and circumscribes our potential to bring about change. Our members suffer as a result!

In the legislature we were more successful. We contributed to the success of many candidates who support our legislative agenda. We would hope that they can protect our interests from further erosion.

Their most important task centers on the reapportionment resulting from the 1990 census. With the additional congressional seats allocated to California, the configuration of new districts directly impacts on the success or failure of the interests of organized labor.

There will surely be a fight because the stakes are so high. No legislative battle will be more important during the 1990-1992 term.

Contract Negotiations

Our members working at the Mervyn's distribution center in Fremont ratified a new collective bargaining agreement. The prior agreement had not expired but circumstances—which unfortunately we see more often of late—intervened and required a quick response.

Leaseway Trucking lost the bid for the loading, hosting and driving work at Mervyn's, effective Aug. 31, 1990. Ryder Distribution Resources was awarded the bid. After long and exhaustive

negotiations conducted by Business Agent Bill Walsh, a rank-and-file committee and me, a new collective bargaining agreement was overwhelmingly ratified.

All employees are allowed to transfer to the new company without loss of seniority. Employees carry with them full vacation entitlement. With the exception of a carefully structured modification of the Saturday overtime provision for platform employees, the wages, hours and conditions are either improved or at least maintained.

Pension contributions increase 25 cents per hour immediately and 15 cents in the last year of the contract. Wages increase 45 cents in each year of the contract. Mileage rates increase and mileage runs remain intact.

Health and Welfare contributions are funded by a combination of maintenance of benefits and a 10 percent cap. This is a significant win under less than ideal circumstances. I want to personally thank the rank-and-file committee for their participation in these difficult negotiations.

Business Agent Bob Bell and I have concluded the negotiations with Unocal. The agreement will provide for full transfer to the new Unocal facility in Fairfield.

These negotiations required the participation of Unocal staff from Schaumburg, Illinois and Atlanta, Georgia. Transfers beyond our territorial jurisdiction are difficult at best. We take pride in achieving a transfer agreement which preserves the contract and protects our members. Bob Bell deserves credit for this accomplishment.

Master Freight negotiations have begun. Proposals are submitted and meetings are scheduled for December 1990 and January 1991. There are rumblings of "something new or different" coming from Yellow Freight but as of now no concrete proposals have been discussed either formally or informally. We will keep you informed as the develop-

PRESIDENT, Page D

LOCAL 70

Executive Board

Secretary-Treasurer
Chuck Mack
Recording Secretary
John Petersen

Emil Radloff
Conductor, Al Fialho

President
Joe Silva, Jr.
Vice President
Ron Rocha

Trustees
Jim Manning
Warden, Dennis Giorgetti

Larry Dias
Marty Frates
Bob Bell
Own.-Op. Division
Director Alex Ybarrolaza
Dispatcher and Picketing/Organizing
Committee Director

Business Agents

Darold L. Wright
Pete Gemma
Dan Varela
Bill Walsh
Line Division Director
Ernie Freitas
Noel Eben

Labor study this spring

The Labor Studies Program at San Francisco Community College reports that a new six-week class on the pros and cons of labor-management cooperation heads up its list of Spring Semester course offerings.

"Union Strategies in an Era of Labor-Management Cooperation" will survey a variety of approaches to worker participation in management, including quality circles and employee involvement, and will analyze alternative Union responses.

Other classes on the Spring Semester schedule include the "American Labor Movement," "Labor Law," "Collective Bargaining," "Economics for Labor Leadership," "Communications Skills," "Grievance Handling," "Workplace Health and Safety," and "Rights and Discrimination."

Short-term classes include "Advanced Steward Training"

and "Assertiveness Training."

The Spring Semester begins the week of Jan. 15, 1991. Classes are offered for college credit at a fee of \$5 per unit or \$15 for a semester-long class. They are open to all interested persons.

Instructors have both Labor and teaching experience, some with Unions, some in government and some in the legal field. Tuition assistance is available.

STUDIES, Page D

SICK BENEFIT FUND

Monthly Meetings—2nd Tuesday at 7:30 p.m.
1-800/243-1350 415-569-9317

To be eligible for Sick Benefits, claims must be filed at Local 70's office within 30 days of disability; also, dues for the previous month must have been paid on time.

SICK BENEFIT COMMITTEE

Chairman—Fred Erdman

Co-Chairman—Lee Hafley

Recording Secretary/Auditor—George Wells

Members: Dave Buswell, Bob Corby, Mel Isola, Tony Lara, Louis Marchetti, Marty Martinez, Art Semenero, Bob Sychr, Bob Yolland, Frank Young

Honorary Member: Joe DeSilva

Inmemoriam: Frank Arroyo

TEAMSTERS LOCAL 70 BLOOD BANK

70 Hegenberger Road • P.O. Box 2270 • Oakland, CA 94621-0170
(415) 569-9317

FRED ERDMAN
Chairman

BOB YOLLAND
Co-Chairman



3 elections in December

Local 70 will participate in three Union representation elections this month, reports Business Agent Bill Walsh.

On Dec. 7, 31 employees at Sierra Springs Water will decide whether they want Local 70 to represent them in collective bargaining. A week later, the 10 drivers at Dawn Bakery Foods will cast National Labor Relations Board representation ballots. Dawn is located in Hayward and competes with Saroni Foods and Westco Products, both under Local 70 agreement.

On Dec. 21, employees at Utility Vault in Oakland will get the chance to choose Union. This company employs 31 workers. They are inside-production workers and make vaults for homes and businesses.

Darold Wright, who represents Local 70 at Alhambra Water, has worked with Walsh in the Sierra Springs effort. The company has put on a vicious campaign in an effort to avoid unionization. As this issue goes to press, the election at all three locations looks good.

Walsh also filed a petition at A & L Trucking. This Berkeley company employs 13 drivers in food processing.

Greetings

Local 70 want to wish all of our members and
friends a Merry Christmas and a Happy New Year.

Dirty Union-busting tactics revealed

WASHINGTON, D.C. (TNS) —A former union-buster who has seen the light told the *Hartford Courant* that union-busting is "a dirty business" that appeals to "a person without conscience, a mercenary and a terrorist."

Marty Levitt, an ex-management consultant who was paid \$1,000 a day for thwarting organizing drives, said he saw the error of his ways when he realized that "the only consistent result to come out of every union-busting campaign in our country is devastation of good, hard-working people at all levels."

Levitt disclosed the tactics he

used in his former career, such as threatening management sympathizers over the phone late at night while impersonating union supporters; spreading rumors of extramarital affairs designed to damage union campaigns; and setting union leaders up for drug use and theft accusations.

Meanwhile, a former staff attorney for the National Labor Relations Board (NLRB) has written a book in which he suggests that companies can best serve their own interests by largely ignoring labor laws. In *Winning Union Campaigns*, Robert Pearlman advises management that

the consequences of illegal labor practices "must be kept in perspective. They must be subordinated to the prime objective, which is remaining union free."

"If you rigidly adhere to all the guidelines of the NLRB," Pearlman writes, "the odds are that you will end up with a union." Management's best bet is to campaign aggressively instead and avoid "playing the union's game" by allowing "fear of the NLRB to stifle communications." Even if a bargaining order is the result of an aggressive campaign, Pearlman points out, "the board won't issue it until two to four years after the election," and its effect will be negligible.

Pearlman notes as well that "if employees are too intimidated to vote for a union, that union is hardly in a position to take these employees out on strike" after a bargaining order is issued and negotiations reach an impasse.

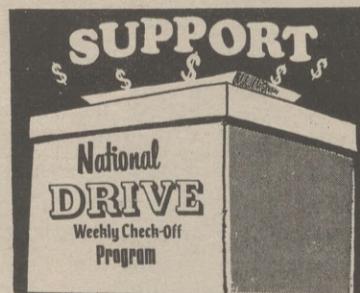
[From the *Report on Union Busters*, AFL-CIO National Organizing Coordinating Committee.]

**Worried about drinking or drugs?
Does someone in your family
have a problem?**

TEAMSTERS ASSISTANCE PROGRAM

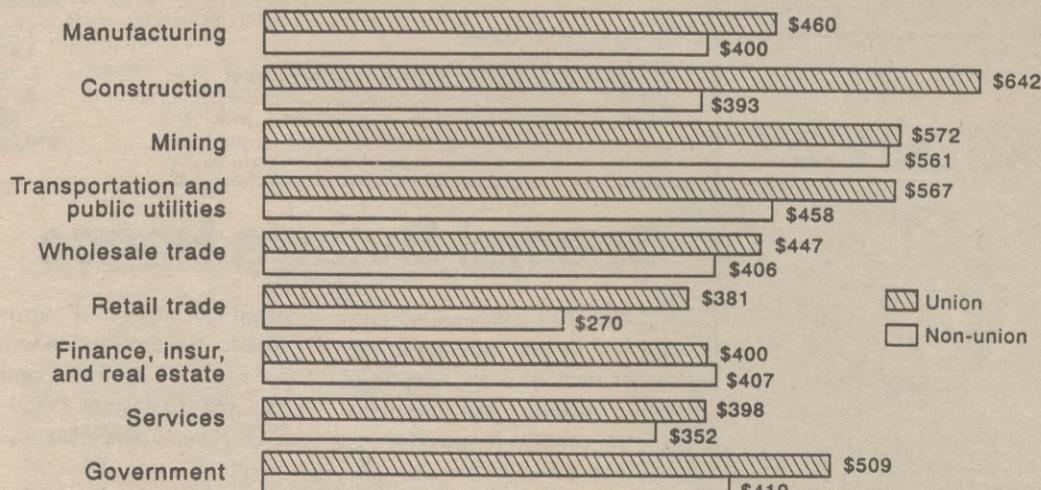
Call T.A.P. (415) 562-3600
Or drop by the
T.A.P. Growth Center at
8131 Capwell Drive in Oakland.

All inquiries kept strictly confidential.
(After hours message line: (415) 562-4000)



Union advantage by industry*

Weekly median earnings, 1989



Source: Bureau of Labor Statistics



Secretary Treasurer's Report

The enthusiasm generated at our Sacramento rally against deregulation in mid-October was tempered by Dianne Feinstein's loss to Pete Wilson in the state's gubernatorial election.

If Feinstein had been elected, we could have parlayed deregulation dissatisfaction into legislation that would have re-regulated California trucking. Her defeat sends us back to the drawing board.

We have strong support in the Legislature but, as of now, Pete Wilson is an unknown. If he follows the lead of his predecessor, we're in for a very difficult four years. We don't intend to "let up."

Deregulation has been a catastrophe for our members and, beyond that, the people of this state. We will continue to demand a new program that will afford protection to our members who work in the industry and promote safety on California's highways.

Triples—No!

While we have general agreement with the trucking industry on the subject of regulation, we're adamantly opposed to any proposal that would increase truck vehicle size in California. Longer combination vehicles, whether they be "double 40's," "Rocky Mountain Doubles," or "Triples" are anathema.

If the industry tries to move at the Legislature for their use on California's roads, they can expect our resolute opposition. Longer combination vehicles operating in a deregulated environment is a formula for disaster.

Freight Talks Begin

National and supplemental freight negotiations began early this month. We met briefly with employers in Phoenix and then adjourned until after the first of the year. We expect hard bargaining.

Employers will demand additional flexibility, moderate wage increases and ask employees to pay a portion of the health and welfare bill. We plan no concessions.

In fact, we intend bargaining with a proposal that would rectify the wrongs of past years. We want the elimination of two-tier wages, full rates for casuals, and uniform sick leave, and health care costs must be paid by the employers.

The industry is fragmented and we will be bargaining on several fronts at once: WMCI, Yellow Freight and regional motor carriers, plus independent talks. Ernie Freitas, Bob Bell, Dan Varela and I will represent the Local. We hope to have a proposal for submission to the membership by mid-February.

Organizing Increases

Worker interest in organizing has grown over the last several months. As you can see elsewhere in the paper, Local 70 has several representation elections pending. That is a tribute to the aggressiveness of our representatives and the reputation Local 70 has for being responsive to worker needs.

Bill Walsh in particular has worked long and hard on most of these campaigns in addition to performing his Business Agent responsibilities. We will keep you apprised as campaigns develop.

Short Notes

Even with the Feinstein and Arlo Smith losses, close to 90 percent of our endorsed candidates won election. Whatever strength we lack in the Executive branch should be offset at the Legislature. We fully expect to hold our own against employers' anti-union onslaught.

Concomitant with our election activities, there was a determined effort to enroll members in the Teamsters' political action committee DRIVE. Marty Frates, who was assigned that responsibility, reports 300 more Teamsters have signed DRIVE check-off authorizations.

Political strength is, in this day and age, the necessary prerequisite to economic strength.

Happy Holidays

We want to extend our best wishes for a most joyous holiday season to our members, their families and friends.

Fraternally,
Chuck Mack
Secretary-Treasurer

President (from Page B)

ments emerge.

An auto transport/car hauler proposal meeting was held on Nov. 24 in the Local 70 auditorium. Line Director Ernie Freitas and Business Agent Marty Frates conducted the meeting. The meeting was called on short notice due to demands placed on local unions by the IBT.

While many of the proposals focus on wage and benefit improvements, overall job security remains the primary issue. I want to thank those members who took part of their Thanksgiving weekend to attend this proposal meeting.

Recycling Saga

We mobilized our members for another fight . . . this time in Castro Valley. The Castro Valley Sanitation Board awarded the recycling work to B.F.I., based on their lower bid.

Citing state law, the Board indicated that they were required to accept the lower bid of two responsible firms. We are continuing to pursue this fight. B.F.I. intends to bill Castro Valley residents through their property taxes.

We oppose this underhanded approach to hide the cost of recycling in property taxes, it undermines consumer confidence and deters residents from recognizing the connection between garbage collection and recycling. Residents must be encouraged to take recyclables out of the garbage can and to place them in recycling bins.

We support quarterly billing because it supports the goal of reducing solid waste through effective recycling. In closing, I want to thank Business Agent Larry Dias for his aggressive pursuit of this issue. Everywhere he goes he makes the case for the legitimate interests of our members in the scavenger industry: "We're the ones who do the work! We deserve the opportunity to do garbage collection as well as recycling."

Holiday Greetings

In this time of uncertainty we want to pause for a moment and give thanks for blessings already received. We want to wish all of you a Merry Christmas and Happy New Year. We ask that you remember in your own way our members, and sons and daughters of our members, who are on active duty in the Persian Gulf.

Fraternally,
Joseph L. Silva, Jr.
President

Give to DRIVE

Noise (from Page A)

partly due to the slackening of the momentum generated by government regulations in the early 1970s.

A major problem in getting a firmer grip on the nature and extent of hearing loss caused by noise is the long time it takes for the trouble to manifest itself. The beginning of impairment is usually not noticed in its early stages. When it finally is noticed, it is often too late to do anything about it.

A useful part of every worker's health and safety education could include information about the hearing process and how sound is measured.

Sound is measured in decibels—usually expressed as a number and the letters dBA. It's not necessary to know the complicated physics behind the measurement. Just remember that the larger the number, the louder the noise and its potential for harm.

Another thing—the decibel scale goes up by 10s (logarithmic) and not by simple addition, as in arithmetic.

A reading of 10 dBA, for example, means that the sound is 10 times the reference sound. But 20 dBA does not mean the sound is merely twice as loud as it was at 10, but 100 times as intense (10×10). A level of 30 dBA would be 1,000 times as loud ($10 \times 10 \times 10$) and so on.

A basic understanding of how we hear might give us a better appreciation of the delicate organ involved and why it should be protected.

Sound begins as air vibrations. These vibrations are captured by our ears (that's the reason for the cupped shape). Then an exquisite arrangement of tiny bone structures beyond the ear drum turn

Reservists (from Page A)

the Labor Department assists reservists and National Guard members, as well as others who leave military service, in enforcing their reemployment rights.

An employer or employee having questions about the VRR law is advised to look for the local VETS representative under "Labor Dept." in the government pages of the telephone directory or call the VETS national office at (202) 523-8611.

Studies (from Page B)

For more information, to obtain a class schedule or to register, call the Labor Studies Program at (415) 241-2219.

SAFE JOBS UNION YES



the air vibrations to wave-like motions in a fluid-filled structure called the cochlea (that's Greek for snail, because that's what the shape suggests).

The liquid passes this motion along to tiny hair-like nerve endings. These hair-like cells change the wave motion to electrical energy, sending signals to the hearing center of the brain that interprets the sound.

Loss of hearing is the result of subtle and progressive destruction of those sensory cells in the auditory organ—the cochlea.

The hair-like cells should last you most of a lifetime. But they can take just so much energy. If they are unduly agitated and overloaded by prolonged exposure to loud noises, they simply wear out before their time and your hearing suffers.

Once damaged, these sensory cells cannot repair themselves, nor can they be restored through medical intervention. The loss of hearing is irreversible and increases in severity with continued exposure to noise.

By Phillip L. Polakoff, M.D., Director, Western Institute for Occupational/Environmental Science.

Pension (from Page A)

employer during their entire work life.

E. Members retiring under the WCT Pension Plan at age 60 collect a benefit for 19.05 years. Those retiring at age 65 receive such benefits for 15.59 years.

The Western Conference of Teamsters Pension Trust is strong financially. The value of assets exceeded \$9 billion at the end of 1989 and the unfunded actuarial liability has been reduced from 22.5 to 13.2 years.

Contributions made by employers on behalf of members continued to rise during 1989. Even though unfunded vested benefit liability has been eliminated, there is no significant exit from the plan by employers.

To the contrary, employer confidence seems to have increased. If recent rate increases are any indication, the plan is solid and fully capable of meeting its commitment to our membership.



CASEY, Kition M., Oct. 19
FERRO, Giobatta, B., Oct. 19
GAMBINO, Frank Angelo, Oct. 10
JACOBSEN, Gardner James, Sept. 29
KELLEY, Robert D., Oct.
NUNES, Louis X., Nov. 3
TOLL, Albert Ellsworth, Nov. 4

LOCAL UNION 70, CITY OF OAKLAND, CA
Affiliated with
International Brotherhood of Teamsters, Chauffeurs,
Warehousemen and Helpers of America

Trustees Report

Period Covered: From October 1, 1990 to October 31, 1990

CASH RECEIVED

Dues	\$182,536.14
Initiation and Reinitiation Fees	19,583.50
Withdrawal and Transfer Cards	33.50
Assessments and Fines	14,015.50
Funds for Transmittal for Members	1,812.50
Other Receipts	27,611.51
Benevolent Insurance	1,213.00
Total Cash Received	\$246,805.65

CASH PAID OUT

Salaries	73,766.41
Payroll adjustments	69.00
Expense Allowances	6,970.08
Travel Allowances—per diem	900.00
Per Capita Taxes	29,823.42
Contributions	100.00
Benefits Paid	31,654.53
Funds for Transmittal for Members	1,479.50
Refunds—Dues	309.00
Refunds—Initiation and Reinitiation Fees	80.25
Refunds, Other, Assessments, Benevolent Insurance, Etc.	935.25
Office and Administrative	18,169.79
Legal Fees	1,750.00
Arbitrator Fees	3,501.71
Taxes	13,989.08
Sick Benefit Fund Expense	4,088.65
Organizing Expenses	99.32
Meeting and Committee Expenses	2,650.34
Strike Expenses	1,187.54
Auto Expenses	3,408.36
Out-of-Town Travel Expenses	1,487.57
Other Activities	16,059.73
Total Paid Out	\$212,479.53

Net Increase (or Decrease) in Cash

Cash Balance Beginning of Period—General Fund—

Checking Acc't

215,295.73

CASH BALANCE END OF PERIOD—GENERAL FUND—CHECKING ACC'T. (Add Lines 43 and 44)

\$249,621.85

STATEMENT OF ASSETS—Period ending October 31, 1990

	BEGINNING OF PERIOD	CHANGE	END OF PERIOD
General Fund—			
Checking Account	\$ 215,295.73	\$34,326.12	\$ 249,621.85
Petty Cash & Change Fund	900.00	—	900.00
General Fund—Savings			
Accounts	11,627.42	58.41	11,685.83
General Fund—Certificates			
of Deposit	200,668.98	672.80	201,341.78
Cash in Special Funds	8,089.49	48.60	8,138.09
Sick Benefit Fund—C/D	27,500.00	—	27,500.00
Sick Benefit Fund—Savings	5,718.27	207.76	5,926.03
Land	173,643.00	—	173,643.00
Buildings	396,724.00	—	396,724.00
Office Furniture and Equipment	2,533.00	—	2,533.00
Total Assets	1,042,699.89	35,313.69	1,078,013.58
Deduct: Obligations (Per List Below)	(2,109,736.68)	3,757.36	(2,105,979.32)
Net Assets	\$1,067,036.79	\$39,071.05	\$1,027,965.74

OBLIGATIONS

Date	Description	Date Due	Amount
9/90	Loan, International	12/01/2014	\$2,105,979.32
	Total		\$2,105,979.32

SCHEDULES

Sale of Supplies	\$ 105.00
Rent	3,279.25
Interest and Dividends	1,267.24
IBT/890/Ybarrolaza, 9/90	475.46
Refund —Travel Expenses	13.25
Collection Returned Checks	294.75
East Bay Drayage, 9/90	1,140.79
Drive 42/Frates, Aug & Sept.	10,242.79
Other incl. pmt. assess	10,792.98
Total	\$27,611.51
Pension	10,708.35
Insurance—Group Life	5,549.95
Insurance—Health and Welfare	9,085.00
Insurance—Other	1,055.20
Workers Compensation	5,250.03
Retiree Dues	6.00
Total	\$31,654.53
Education and Publicity	1,830.28
Building Maintenance	1,481.52
Mortgage and Loan Payments (Principal Only)	3,757.36
Interest	8,790.57
Health & Welfare Reimb.	200.00
Total	\$16,059.73

Special Bylaws Notice

Local 70's Bylaws Committee had its first meeting in the latter part of July. Meetings will continue over the next several months in an effort to update Local 70's current Bylaws.

Members who have Bylaws proposals or would like to suggest amendments are encour-

aged to do so. Proposals should be submitted in writing to: Local 70 Bylaws Committee, c/o Teamsters Local 70, P.O. Box 2270, Oakland, Ca. 94621.

Buy Union

28, 1991 at noon en la sala del Sindicato Local 624, 1371 Neotomas Avenue, Santa Rosa, California. El Funcionario Encargado de la Elección ejecutará, y supervisará todas las funciones relacionada con el proceso de elección mediante el envío de las boletas de votación por correo.

Para información adicional relacionada con el proceso de la nominación o la elección, por favor póngase en contacto con:

Michael H. Holland, Funcionario de Elecciones
International Brotherhood of Teamsters
25 Louisiana Avenue, N.W.
Washington, D.C. 20001
Tele: 1-800-828-6496

El Coordinador Regional de la Oficina de Elección
John F. Henning, Jr.
100 Bush Street, Suite 440
San Francisco, California 94104
Tele: 415-981-4400

Brian Beaver
Secretario-Tesorero
Sindicato Local 624
1371 Neotomas Avenue
Santa Rosa, California 95405
(707) 542-1292

(Mail Ballot)

LOCAL UNION NO. 856

SPECIFIC NOTICE OF NOMINATIONS AND ELECTION OF DELEGATES AND ALTERNATES TO IBT CONVENTION

Nomination Notice

Nomination of candidates of 8 delegates and 2 alternate delegates to the 1991 International Brotherhood of Teamsters Convention in Orlando, Florida, will be held on:

Date: January 2, 1991

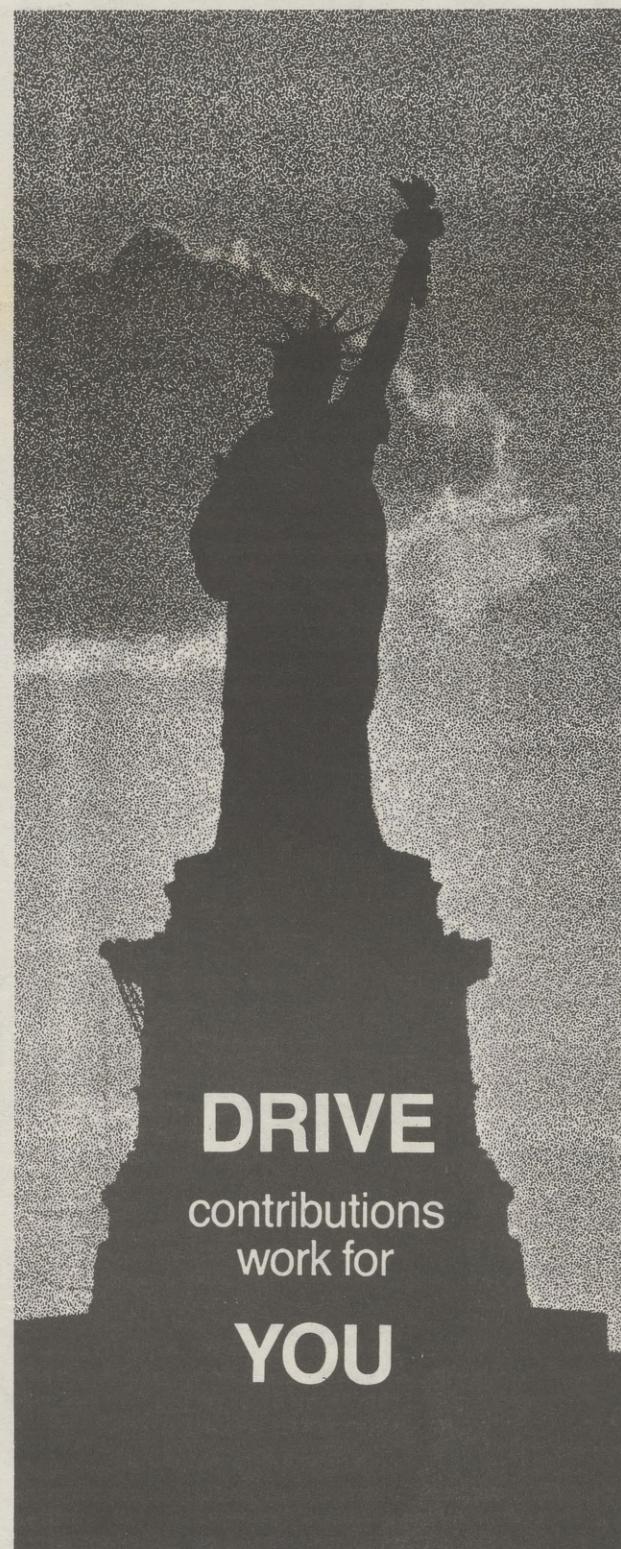
Time: 8 PM

Location: Local 856, 185 Berry Street, Suite 3510, San Francisco, CA; Local 853, 8055 Collins Drive, Oakland, CA; Machinists Hall, 967 Venture Court, Sacramento, CA; and Sheraton Hotel, 1177 So. Airport Blvd., Burlingame, CA

The expenses of sending the delegates and alternates to the 1991 International Brotherhood of Teamsters Convention will be paid by the Local Union.

To be eligible to nominate or second, a member must have paid dues through the month of December, 1990. Dues arrearages must be paid by 4 PM, December 28, 1990 at the Local's office at 185 Berry Street, Suite 3510, San Francisco, California 94107.

For additional rules and information which apply to the nomination of Delegates and Alternates, see the explanation under the General Rules set forth above, which are applicable to all Locals holding nomination meetings,



Election Notice

The election for 8 delegates and 2 alternate delegates to the 1991 International Brotherhood of Teamsters Convention in Orlando, Florida, will be conducted by mail ballot.

Ballots will be mailed on or about February 1, 1991, to all members in good standing as of that date. To be eligible to vote, a member must have paid dues through the month of January, 1991. Dues arrearages must be paid by close of business, February 15, 1991, at Local 856's office at 185 Berry Street, Suite 3510, San Francisco, California 94107.

Only those ballots which are returned to the post office box designated on the return envelope will be counted. Any eligible member not receiving a mail ballot within ten (10) days prior to February 19, 1991, should contact the Office of the Election Officer, c/o Regional Coordinator John F. Henning, Jr., at 100 Bush Street, Suite 440, San Francisco, California 94104, tele: 415-981-4400. The postmark or mailing date of the ballot will not be considered in determining the timely casting of the ballot. Only those ballots actually in the post office box at 12:00 noon, on February 19, 1991, will be counted.

The ballots will be counted on February 19, 1991, at 1 PM at the Local's Office at 185 Berry Street, Suite 3510, San Francisco, California 94107. The Election officer will perform and supervise functions related to mail balloting.

For additional information relating to the nomination or election process, please contact:

Michael H. Holland
Elections Officer
International Brotherhood of Teamsters
25 Louisiana Avenue, N.W.
Washington, D.C.
Tele: 1-800-828-6496

John F. Henning, Jr.
Regional Elections Coordinator
100 Bush Street, Suite 440
San Francisco, California 94104
Tele: 415-981-4400

Ben Leal
Secretary-Treasurer
Local Union No. 856
185 Berry Street, Suite 3510
San Francisco, California 94107
Tele: 415-882-0856

PLEASE NOTE

The following information either corrects inaccuracies contained in the Elections for Delegates notices that ran in the November issue of the Northern California Teamster or it was inadvertently omitted.

- Local 315 will pay the expenses of delegates elected to attend the convention and \$500 to alternate delegates who also wish to attend.

- Ralph Torrisi was incorrectly listed as the secretary-treasurer of Local 921. Local 921's secretary-treasurer should have been listed as Ben R. Papapietro, Jr. The Union is located at 450 Harrison Street, Room 213, San Francisco, CA 94105. Local 921's telephone number is (415) 957-0900.



Season's Greetings



from our house
to yours!

DELEGATE ELECTION NOTICES

GENERAL RULES RELATING TO THE NOTICE OF NOMINATIONS AND ELECTION OF DELEGATES AND ALTERNATES TO THE IBT CONVENTION

Notices of nomination meetings and election dates for election of Teamsters Convention for Locals 78, 278, 432, 576, 856 and 921 appear on this and succeeding pages. There is a substantial amount of common information to be given in the notices. Rather than repeat this information in each Local's notice separately, the information which is identical for all Locals is printed at this point as part of the General Rules which are applicable to all the separate Local Notices which follow as though they were set out in full in each Local Notice.

Notice of Nominations of Delegates and Alternates

The following Rules apply to all nominations of Delegates and Alternates to the 1991 International Brotherhood of Teamsters Convention:

(1) A member may be nominated and seconded orally from the floor by members in good standing other than the nominee. Any member may also be nominated or seconded in writing by members in good standing unable to attend the nominations meeting if:

- (a) Such member is unable to attend the nominations meeting(s) in person due to his/her work or vacation schedule, illness, injury, obligation to serve jury duty or fulfill military obligations; or,
- (b) Such member lives and works more than thirty-five (35) miles from the relevant nominations meeting site.

(2) The written nomination or second must be submitted to the Local Union Secretary-Treasurer at least one (1) day prior to the nominations meeting, and should state:

- (a) Whether it is a nomination or a second;
- (b) The name of the member being nominated or seconded;
- (c) Whether the nomination is for delegate or alternate;
- (d) And, it shall be signed by the member submitting the nomination or second with his/her Social Security number and the reason(s) the member is unable to attend the meeting.

(3) To be eligible to nominate or second, a member must have paid dues through the month prior to the month of the nominating meeting. See your Local Notice for the specific date. Seasonal workers in the seasonal food industry who have been: (1) in regular employment during some period of the twelve (12) months prior to the election; and, (2) produce satisfactory evidence that their dues were paid up through the last month of employment, shall be eligible to nominate and vote.

(4) No member may accept nominations for more than one delegate or alternate position.

(5) Any member in good standing can nominate more than one candidate or second the nomination of more than one candidate.

(6) More than one member in good standing may nominate any candidate or second the nomination of any candidate.

(7) *No meeting attendance requirement shall be enforced as a condition of eligibility to run for a delegate or alternate position.*

(8) To be eligible to run for delegate or alternate, one must:

- (a) Be a member in continuous good standing of the Local Union, with one's dues paid to the Local for a period of twenty-four (24) consecutive months prior to the month of nomination of said position with no interruptions in active membership due to suspensions, expulsions, withdrawals, transfers for failure to pay fines or assessments;

- (b) Be employed at the craft within the jurisdiction of the Local for a period of twenty-four (24) consecutive months prior to the month of nomination.

- (c) For other factors relating to eligibility, please refer to Article VI of the Election Rules and Articles II and XVIII of the IBT Constitution.

(9) The member must accept the nomination at the time made either in person, or, if absent, in writing.

It is strongly recommended that each prospective nominee, nominator and seconder, request verification of his/her eligibility to run, second, and nominate. This request should be made in writing to Michael H. Holland, Election Officer, prior to the nomination meeting at the address below. The expense of sending the delegates (and alternates if applicable) to the 1991 International Brotherhood of Teamsters Convention will be paid by the Local Union.

Notice of Election of Delegates and Alternates

Depending on the method of voting that your Local Union chooses, the following rules shall apply. See your Local Union Notice of Election for details.

In-Person Voting

In all elections where in-person voting is conducted, the following rules apply:

(1) The Election Officer will supervise all phases of voting which includes providing a standard type of election mechanical device and the preparation, maintenance and counting of ballots.

- (2) To vote, a member:

- (a) Must have paid dues through the month prior to the month in which the election is held. See your Local Union Notice of Election for the specific date; and,
- (b) Must present his/her membership card, dues pay-

ment receipt or other form of documentation sufficient to insure identification.

(3) Any member who is eligible to vote and who desires to vote by absentee ballot shall be permitted to do so if:

- (a) Such member is unable to vote in person on election day during voting hours due to his/her work or vacation schedule, illness, injury, or obligation to serve jury duty or fulfill military obligations;
- (b) Such member lives and works more than thirty-five (35) miles from the polling place.

Any additional reasons for which absentee voting is permitted by a particular Local Union are stated in the separate Notice for each Local that appears in this issue of the Northern California Teamster.

(4) For absentee voting, the following rule shall apply:

- (a) Each eligible member who desires to vote by absentee ballot shall request such ballot, stating the reason(s) for such request, in writing, from the Regional Coordinator, John F. Henning, Jr., at the address below. Such requests shall be hand delivered or, if sent by mail, postmarked not less than five (5) days prior to the election.

Mail Ballot Voting

Rules and information covering mail referendum elections for those Locals using mail ballots are stated in the separate Notice of the particular Local. For additional information relating to the nomination or election process, please contact:

Michael H. Holland
Election Officer
International Brotherhood of Teamsters
25 Louisiana Avenue, N.W.
Washington, D.C. 20001
Tele: 1-800-828-6496

John F. Henning, Jr.
Regional Coordinator
100 Bush Street, Suite 440
San Francisco, California 94104
Tele: 415-981-4400

Your Local Union Officer whose name and address appears in your Local's Notice of Nominations and Election

la elección; y (2) presentan indicios satisfactorios de que sus cuotas mensuales han sido pagadas hasta el último mes de empleo, pueden ejercer el derecho de nominar o de apoyar.

(4) Ningún miembro puede aceptar nominaciones para más de un cargo de delegado o delegado suplente.

(5) Cualquier miembro solvente puede nominar más de un candidato o apoyar la nominación de más de un candidato.

(6) Más de un miembro solvente puede nominar cualquier candidato o apoyar la nominación de cualquier candidato.

(7) *No se exigirá como requisito de elegibilidad la asistencia a una reunión como condición previa para postularse a un cargo de delegado o delegado suplente.*

(8) Un miembro es elegible a postularse al cargo de delegado o delegado suplente, si:

- (a) Es miembro solvente ininterrumpidamente del Sindicato Local, está al día con sus pagos de las cuotas mensuales al Sindicato Local por un período de veinticuatro (24) meses consecutivos antes del mes de las nominaciones del cargo, sin ninguna interrupción en su calidad de ser miembro activo, debido a suspensiones, expulsiones, retiros, transferencias o la falta de pagos de multas o tarifas;

- (b) Se dedica a un oficio que esta dentro de la jurisdicción del Sindicato Local por un período de veinticuatro (24) meses consecutivos antes del mes de la nominación; y

- (c) Para otros factores que están relacionados con la elegibilidad, por favor refiérase al Artículo VI de las Reglas de Elección, y al Artículo II y Artículo XVIII de la Constitución de la IBT.

- (9) El miembro debe aceptar en persona la nominación en el momento en que se hizo, o, si estaba ausente, aceptar por escrito.

Se le recomienda fuertemente a cada miembro que pretenda hacer una nominación o apoyar una nominación, o' a postularse como candidato, solicite una verificación de su carácter de elegibilidad a ejercer tal derecho. Esta solicitud debe hacerse por escrito a Michael H. Holland, Funcionario de Elecciones, a la dirección señalada abajo, antes de la reunión de las nominaciones de los delegados y los delegados suplentes. Los gastos de mandar los delegados (y los delegados suplentes, si así fuera el caso) a la Convención de la IBT serán pagados por el Sindicato Local.

NOTICE

REGLAS GENERALES RELACIONADAS A LAS NOTIFICACIONES Y ELECCIONES DE DELEGADOS Y DELEGADOS SUPLENTES PARA LA CONVENCION DELLA IBT

Las notificaciones de las reuniones de nominaciones y las fechas de las elecciones de delegados y delegados suplentes para la Convención del International Brotherhood of Teamsters de 1991 para los sindicatos locales afiliados al Consejo Colectivo Siete (Locales Número _____) aparecen en esta página y las siguientes. Hay una importante cantidad de información común para ser entregada en las notificaciones. En lugar de repetir esta información en cada notificación del Local, separadamente, la información que es idéntica para todos los locales, está impresa aquí como parte de las Reglas Generales, las cuales son aplicables a todos las notificaciones de cada local, separadamente, que se siguen como si estuvieran dispuestas por completo en cada Notificación Local.

Notificación De Las Nominaciones De Delegados Y Delegados Suplentes

Las reglas siguientes se aplican a todos las nominaciones de delegados y delegados suplentes para la convención del International Brotherhood of Teamsters:

(1) Un miembro puede ser nominado y las mociones de apoyo pueden ser presentadas en forma verbal durante la asamblea en pleno por otros miembros solventes, con excepción de aquella que ha sido nominada. Cualquier miembro también puede ser nominado o apoyado por escrito por miembros solventes, a quienes se les hacen imposible atender la reunión de nominaciones si:

- (a) Este miembro se le hace imposible atender la(s) reunión(es) de nominaciones en persona, debido a su horario de trabajo o sus vacaciones, enfermedad, lesiones, o su obligación de servir en un jurado, o, cumplimiento con sus obligaciones de servicio militar; o,

- (b) El sitio de residencia o trabajo del miembro queda a mas de treinta y cinco (35) millas de distancia del sitio de votación.

(2) La nominación o apoyo de una nominación por escrito debe ser entregada al Secretario-Tesorero del Sindicato Local por lo menos con un (1) día de antelación a la reunión donde se efectúan las nominaciones, y debe indicar:

- (a) Si es una nominación o un apoyo de una nominación;

- (b) El nombre del miembro que está nominado o apoyando;

- (c) Si la nominación es para un delegado o para un delegado suplente;

- (d) Y, debe ser firmado por el miembro entregando la nominación o apoyo, incluyendo su número de seguro social y la(s) razón(es) por la cual el miembro no puede atender a la reunión.

(3) Para poder ejercer el derecho de nominar o de apoyar la nominación de cualquier persona, un miembro debe estar al día con sus pagos de las cuotas mensuales hasta (escriba el mes). Vea su notificación Local para la fecha específica. Trabajadores estacionales en la industria de comestibles estacionales que han estado (1) en empleo regular durante algún período de los doce meses antes de

Notificación De Elección De Delegados Y Delegados Suplentes

Dependiendo del método de votación que su Local escoge, las reglas siguientes se ponen en vigor. Vea su notificación Local para los detalles.

Votación En Persona

En todas las elecciones donde la votación en persona se está conduciendo, las reglas siguientes se ponen en vigor:

(1) El Funcionario Encargado de las Elecciones supervisará todas las fases del proceso de votación, las cuales incluyen el proveer un dispositivo mecánico de elección tipo estandar, la preparación, mantenimiento y escrutinio de las boletas de votación.

Para votar, un miembro:

- (a) Debe estar al día con sus pagos de las cuotas mensuales hasta (escriba el mes). Las cuotas mensuales que no han sido pagadas deben ser pagadas antes del (escriba la fecha y hora), en el (escriba el lugar); y,

- (b) Debe mostrar su tarjeta de miembro, el recibo de pago de las cuotas mensuales u otro tipo de documento adecuado para verificar su identidad.

(3) A cualquier miembro con derecho al voto quién deseé votar utilizando la boleta de votación por ausentismo, le será permitido hacerlo si:

- (a) Se le hace imposible al miembro votar en persona el día de la elección, durante las horas indicadas para votar, debido a su horario de trabajo o sus vacaciones, enfermedad, lesiones, o su obligación de servir en un jurado, o cumplir sus obligaciones de servicio militar;

- (b) El sitio de residencia o trabajo de miembro queda a más de treinta y cinco (35) millas de distancia del sitio de votación; o,

(c) (escriba todas las razones que el Sindicato Local ha permitido para la votación por ausentismo en cualquiera de las dos últimas elecciones).

(4) Para usar la opción de votación por ausentismo, se aplicará la siguiente regla:

- (a) Cada miembro con derecho al voto quien desee utilizar la boleta de votación por ausentismo, le solicitará la boleta de votación al Coordinador Regional, Mr. John F. Henning, Jr., 100 Bush Street, Suite 440, San Francisco, California 94104; tele: 415-981-4400, indicando por escrito la(s) razón(es) por la cual se hace esta solicitud, y enviando la solicitud a esa dirección. Estas solicitudes serán entregadas a mano o, si son enviadas por correo, deben exhibir un matasellos postal con una fecha de por lo menos cinco días de anterioridad a la fecha en la cual se celebra la elección.

Votación Por Correo

Las reglas y la información para las votaciones por correo de los Locales que usen las boletas de votación por correo están presentados en la notificación separada de los Locales particular. Para información adicional relacionada con

Continued on page 7



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The January Delegates' meeting has been cancelled.
Chuck Mack, President

NOMINATIONS, ELECTIONS INTERNATIONAL CONSTITUTION

December 1990

The following applies to all nominations and elections in Teamster Locals:
ARTICLE XXII, Section 4(a):
To be eligible to nominate and otherwise participate in the nominations meeting, a member must have his dues paid through the month prior to the month in which the nominations meeting is held. Nominations shall be made at the meeting by a member in good standing other than the nominee by motion seconded by a member in good standing other than the nominee. Candidates must accept nominations at the time made either in person, or, if absent, in writing, and may accept nomination for only one office. A member may also run for and be elected as a Business Agent or Assistant Business Agent as provided in Article XXII, Section 8, and may hold both the office and the position if elected to both.

(NOTE: The International Union recommends that prospective nominees be advised to verify, in advance of the nominations meeting, the eligibility of the nominators and seconders.)

ARTICLE XXII, Section 4(c):
To be eligible to vote in the election, a member must have his dues paid up through the month prior to the month in which the election is held.

ARTICLE II, Section 4(a)(1):
To be eligible for election to any office in a Local Union, a member must be in continuous good standing in the Local Union in which he is a member and in which he is seeking office, and actively employed at the craft within the jurisdiction of such Local Union, for a period of twenty-four (24) consecutive months prior to the month of nomination for said office, and must be eligible to hold the office if elected. "Continuous good standing" means compliance with the provisions of Article X, Section 5, concerning the payment of dues for a period of twenty-four consecutive months, together with no interruptions in active membership in the Local Union for which office is sought because of suspensions, expulsions, withdrawals, transfers or failure to pay fines or assessments. Provided, however, that if a member on withdrawal deposits his card in the month immediately following the month for which it was effective and pays his dues for both months in a timely manner as provided in Article X, Section 5(c), such period of withdrawal shall not be considered a break in continuous good standing in the Local Union.

MONTHLY GENERAL MEMBERSHIP MEETINGS OF THE FOLLOWING LOCALS WILL BE HELD AS INDICATED:

Local 70, Oakland
Membership meetings are held the fourth Thursday, at 8 p.m., at 70 Hegenberger Road, Oakland.

Chuck Mack, Secretary-Treasurer

Local 78, Oakland
The regular Membership meeting is the fourth Monday of the month at 8 p.m.

Steve Mack, Secretary-Treasurer

Local 85, San Francisco
The Membership meeting will be held on the first Thursday of the month at 8 p.m. at 1555 Burke, #P in San Francisco.

Ron Wells, Secretary-Treasurer

Local 216, South San Francisco
Membership meetings shall be every second Wednesday, 8:00 p.m., at 1103 Airport Blvd., South San Francisco.

R. Fitzpatrick, Secretary-Treasurer

Local 226, San Francisco
Quarterly meeting, third Wednesday in December at 6 p.m., at 459 Fulton Street, Suite #201, San Francisco.

Elias Phillips, Secretary-Treasurer

Local 278, San Francisco
The General Membership meetings are held every third Tuesday of the month at 8 p.m. at the Apostleship of the Sea, 399 Fremont Street, in San Francisco.

Jack Bookter, Secretary-Treasurer

Local 287, San Jose
Due to damage from the October, 1989 earthquake, until further notice, the membership meetings will be held at the Labor Temple, 2102 Almaden Road, San Jose in Room 400-A on the second Tuesday of every month at 8 p.m.

Mario Gullo, Secretary-Treasurer

Local 296, San Jose
The December membership meeting will be held Thursday, December 20th at 8 p.m. at 3275 Stevens Creek Blvd. in San Jose.

Ralph J. Torrisi, Secretary-Treasurer

Local 302, Hayward

General Membership meeting shall be the third Tuesday at 7 p.m. at 492 C Street in Hayward.

Joseph Di Prisco, Secretary-Treasurer

Local 315, Martinez

Second Wednesday, at 8 p.m., at 2727 Alhambra Avenue, Martinez.

George Sveum, Secretary-Treasurer

Local 350, San Francisco

General Membership Meetings:

7 p.m. on December 13, 1990, in San Francisco.

7 p.m. on December 19, 1990, in San Jose.

San Jose-Santa Clara District

Santa Clara Labor Council
2102 Almaden Road
San Jose, California

San Francisco District

San Francisco Electrician's Hall
55 Fillmore Street
San Francisco, California
Robert Morales, Secretary-Treasurer

Local 432, Oakland

The next quarterly General Membership meeting will be held on Tuesday, December 11, 1990, at 7 p.m., at 8055 Collins Drive, Oakland.

Robert Duncan, Secretary-Treasurer

Local 484, San Francisco

The next General Membership meeting will be held on Tuesday, December 11, 1990, at 6:30 p.m. at the Apostleship of the Sea, 399 Fremont Street, San Francisco.

For members north of the Golden Gate Bridge, the meeting will be on Tuesday, December 18, 1990, at 7 p.m. at the El Rancho Tropicana, 2200 Santa Rosa Avenue, in Santa Rosa, CA.

Joseph Ault, Recording Secretary

Local 490, Vallejo

Second Tuesday, at 7 p.m., at 445 Nebraska Street, Vallejo.

Casey Sawyer, Secretary-Treasurer

Local 576, San Jose

Second Wednesday, at 8 p.m. at 1510 Park Avenue, San Jose, CA.

Louis D. Riga, Secretary-Treasurer

Local 588, Hayward

Third Thursday, at 8 p.m. at 492 C Street in Hayward.

LeRoy A. Salido, Secretary-Treasurer

Local 624, Santa Rosa

Fourth Thursday at 8 p.m. at the Santa Rosa Veterans Building, 1351 Maple Avenue in Santa Rosa. Wishing all 624 members and their families a wonderful holiday season.

Brian Beaver, Secretary-Treasurer

Local 665, Daly City

For the month of December only, the Membership meeting will be held the third Monday of the month at 8 p.m., at 6540 Mission Street, Daly City.

David E. Powell, Secretary-Treasurer

Local 853, Oakland

Second Thursday, at 8 p.m., at 8055 Collins Drive, Oakland.

Al Costa, Secretary-Treasurer

Local 856, San Francisco

NOTICE OF NOMINATIONS AND ELECTION

Nominations of officers for Local 856 will be held at a special nominations meeting on Monday, November 5, 1990, at 8 p.m. at Teamsters' Local 853's Hall, 8055 Collins Drive, Oakland, California.

Officers to be nominated for a three (3) year term are: President, Vice President, Secretary-Treasurer, Recording Secretary and three (3) Trustees.

The nominations and election will be governed by the provisions of the International Constitution which are stated on this page, and the Bylaws of Local 856. Nominations shall be made orally from the floor. Prospective nominees are advised to verify, in advance of the nominations meeting, the eligibility of their nominators and seconders.

Elections for these positions will be held on Monday, December 10, 1990, from 8 a.m. to 8 p.m. at the following locations: Teamster Local 853 Hall, 8055 Collins Drive, Oakland, California; Offices of Teamsters Local 856, 185 Berry Street, Suite 3510, San Francisco, California; the Machinists and Mechanics Lodge No. 2182 Hall at 967 Venture Court, Sacramento, California; and the Sheraton Hotel, 1177 Airport Blvd., in Burlingame, in the Coronet Room.

Ben Leal, Secretary-Treasurer

Local 860, Daly City

Second Wednesday at 6 p.m., at War Memorial Community Center, 6655 Mission Street, Daly City.

John Becker, Secretary-Treasurer

Local 890, Salinas

Second Thursday, at 8 p.m. at 207 Sanborn Road, Salinas.

Franklin L. Gallegos, President

Local 896, Oakland

Northern California Soft Drink and Beverage Distributors, Inc.

All meetings will be held on Saturdays at 10 a.m. at the offices of Local 896, 8400 Enterprise Way in Oakland.

December 15

Northern California Anheuser-Busch, Inc. Fairfield

All meetings will be held at the City of Suisun City, Community Recreation Center located at 586 Wigeon Way in Suisun. (Tuesday meetings will begin at 5 p.m. and Sunday meetings will begin at 9:30 a.m.)

December 16

Ken Mathison, Business Representative

Local 912, Watsonville

General Membership meetings are held as follows at 163 West Lake Avenue, Watsonville:

Heavy Duty Sales: Third Wednesday at 8 p.m.**Frozen Food & Cannery Apples:** Fourth Tuesday at 8 p.m.

Sergio Lopez, Secretary-Treasurer

Local 921, San Francisco

General Membership Meetings—1990:
December 19

All meetings will be held on the fourth Wednesday of each month except for December.

Meetings are at 1:00 p.m. and 8:30 p.m. in the Auditorium at 450 Harrison Street in San Francisco.

Ben R. Papapietro, Jr., Secretary-Treasurer

Retiree Clubs

Local 85 Retiree Club "Hitchin' Post"

Weekly meeting and luncheon. Thursday, Noon-1:30 p.m. at the Pacific Rod and Gun Club, 520 John Muir Drive in San Francisco.

Gerhard Olson, President

Local 278 Retiree Club

Second Wednesday every three months at 12 noon at the Granada Cafe, 753 Mission Street in San Francisco.

The next meeting will be held on December 12.

Harry (Bud) Zetoony, President

Local 315 Retiree Club

Local 315 Retiree Club meets the third Tuesday of every month at 10 a.m. at Local 315's Hall at 2727 Alhambra Avenue in Martinez.

Dick Fleming, President

Local 490 Retiree Club

Local 490 Retiree Club meets the second Wednesday of every month at 10 a.m. at Local 490's Hall, 445 Nebraska Street in Vallejo.

John Donahue, President

Local 856 Retiree Club

All meetings start at 11 a.m. (1991 Schedule)
January 8—San Mateo

February 5—Local 588 (Pot Luck)

March 5—San Mateo

April 2—Local 588 (Pot Luck)

May 7—San Mateo

June 4—Local 588 (Pot Luck)

JULY AND AUGUST—Cancelled

September 3—Anniversary Party at Blue Dolphin

October 1—San Mateo

November 5—Local 588 (Pot Luck)

December 3—Christmas Party—TO BE ANNOUNCED

Teamsters Local 588's Hall is located at 492 "C" Street in Hayward, and the Electrician's Local is located at 302 - 8th Street in San Mateo.

Madge Basulino, President

Central Coast Retiree Club

Last Thursday of each month at Local 890's office, 207 North Sanborn Road in Salinas.

Don Smith, President

East Bay Teamster Retirees

Monthly membership

NOMINATIONS AND ELECTIONS

(from page 5)

el proceso de la nominación o la elección, por favor póngase en contacto con:

Michael H. Holland, Funcionario de Elecciones
International Brotherhood of Teamsters
25 Louisiana Avenue, N.W.
Washington, D.C. 20001
Tele: 1-800-828-6496

El Coordinador Regional de la Oficina de Elección
John F. Henning, Jr.
100 Bush Street, Suite 440
San Francisco, California 94104
Tele: 415-981-4400
Secretario-Tesorero
Sindicato Local
(escriba la dirección y el número de teléfono)

(In-Person Voting)
LOCAL UNION NO. 78

SPECIFIC NOTICE OF NOMINATIONS AND ELECTION OF DELEGATES AND ALTERNATES TO IBT CONVENTION**Nomination Notice**

Nominations of candidates for 3 delegates and 2 alternate delegates to the 1991 International Brotherhood of Teamsters Convention in Orlando, Florida, will be held on:

Date: January 7, 1991

Time: 7:30 PM

Location: 8055 Collins Dr., Oakland, CA

The expense of sending the delegates and alternates to the 1991 International Brotherhood of Teamsters Convention will be paid by the Local Union. To be eligible to nominate or second, a member must have paid dues through the month of December, 1990. Dues arrearages must be paid by 4:30 PM, January 7, 1991, at the Local's office at 8055 Collins Dr., Oakland, CA.

For additional rules and information which apply to the nomination of Delegates and Alternates, see the explanation under the General Rules set forth in this issue, which are applicable to all Locals holding nominating meetings.

Election Notice

The election for 3 delegates and 2 alternate delegates to the 1991 International Brotherhood of Teamsters Convention in Orlando, Florida, will be held on:

Date: February 25, 1991

Time: 8 AM to 7 PM

Location: 8055 Collins Dr., Oakland, CA

The Election Officer will supervise all phases of voting, which includes providing a standard type of election mechanical device and the preparation, maintenance and counting of ballots.

To vote a member must have paid dues through the month of January, 1991. Dues arrearages must be paid by close of business, February 25, 1991, at the Local's office at 8055 Collins Dr., Oakland, CA. For additional information regarding in-person voting, see the explanation under the General Rules set forth in this issue, which are applicable to all Locals holding delegate elections. For information relating to the nomination or election process please contact:

Michael H. Holland
Elections Officer
International Brotherhood of Teamsters
25 Louisiana Avenue, N.W.
Washington, D.C. 20001
Tele: 1-800-828-6496

John F. Henning, Jr.
Regional Coordinator
100 Bush Street, Suite 440
San Francisco, California 94104
Tele: 415-981-4400

Stephen J. Mack
Secretary-Treasurer
Local Union No. 78
8055 Collins Dr.
Oakland, CA 94621-1985
Tele: 415-638-4911

(In-Person Voting)
LOCAL UNION NO. 287

SPECIFIC NOTICE OF NOMINATIONS AND ELECTION OF DELEGATES AND ALTERNATES TO IBT CONVENTION**Nomination Notice**

Nominations of candidates for 5 delegates and 5 alternate delegates to the 1991 International Brotherhood of Teamsters Convention in Orlando, Florida, will be held on:

Date: January 8, 1991

Time: 8 PM

Location: Labor Temple, 2102 Almaden Road, San Jose, CA 95125

The expense of sending the delegates to the 1991 International Brotherhood of Teamsters Convention will be paid by the Local Union. To be eligible to nominate or second, a member must have paid dues through the month of December, 1990. Dues arrearages must be paid by the close of business on December 31, 1990 at Local 287 headquarters, 1452 North 4th Street, San Jose, CA 95112. For additional rules and information which apply to the

nomination of Delegates and Alternates, see the explanation under the General Rules set forth in this issue, which are applicable to all Locals holding nominating meetings.

Election Notice

The election for 5 delegates and 5 alternate delegates to the 1991 International Brotherhood of Teamsters Convention in Orlando, Florida, will be held on:

Date: February 25 & 26, 1991

Time: 7 AM to 8 PM

Location: Local 287 headquarters, 1452 North 4th Street, San Jose, CA 95112; 213A Third Street, San Juan Bautista, CA

The Election Officer will supervise all phases of voting, which includes providing a standard type of election mechanical device and the preparation, maintenance and counting of ballots.

To vote a member must have paid dues through the month of January, 1991. Dues arrearages must be paid by close of business, January 31, 1991, at Local 287 headquarters, 1452 North 4th Street, San Jose, CA 95112. For additional information regarding in-person voting, see the explanation under the General Rules set forth in this issue, which are applicable to all Locals holding delegate elections. For information relating to the nomination or election process please contact:

Michael H. Holland
Elections Officer
International Brotherhood of Teamsters
25 Louisiana Avenue, N.W.
Washington, D.C. 20001
Tele: 1-800-828-6496

John F. Henning, Jr.
Regional Coordinator
100 Bush Street, Suite 440
San Francisco, California 94104
Tele: 415-981-4400

Mario Gullo
Secretary-Treasurer
Local Union No. 287
1452 North Fourth Street
San Jose, CA 95112
Tele: 408-453-0287

(In-Person Voting)

LOCAL UNION NO. 432**SPECIFIC NOTICE OF NOMINATIONS AND ELECTION OF DELEGATES AND ALTERNATES TO IBT CONVENTION****Nomination Notice**

Nominations of candidates for 1 delegate and 1 alternate delegate to the 1991 International Brotherhood of Teamsters Convention in Orlando, Florida, will be held on:

Date: January 22, 1991

Time: 7 PM

Location: 8055 Collins Drive, Oakland, California

The expense of sending the delegates and alternates to the 1991 International Brotherhood of Teamsters Convention will be paid by the Local Union. To be eligible to nominate or second, a member must have paid dues through the month of December, 1990. Dues arrearages must be paid by December 31, 1990, at the Local's office at 8055 Collins Drive, Oakland, California.

For additional rules and information which apply to the nomination of Delegates and Alternates, see the explanation under the General Rules set forth in this issue, which are applicable to all Locals holding nominating meetings.

Election Notice

The election for 1 delegate and 1 alternate delegate to the 1991 International Brotherhood of Teamsters Convention in Orlando, Florida, will be held on:

Date: March 26, 1991

Time: 8 AM to 8 PM

Location: 8055 Collins Drive, Oakland, California

The Election Officer will supervise all phases of voting, which includes providing a standard type of election mechanical device and the preparation, maintenance and counting of ballots.

To vote a member must have paid dues through the month of December, 1990. Dues arrearages must be paid by 4 PM, December 31, 1990, at the Local's office at 8055 Collins Drive, Oakland, California.

In addition to the reasons for allowing absentee balloting which are stated in this issue of the Northern California Teamster, explaining rules generally applicable to all Local Union, Local No. 432 allows absentee voting in the following situations:

(1) Such member is unable to attend the nominations meeting(s) in person due to his/her work or vacation schedule, illness, injury, obligation to serve jury duty or fulfill military obligations; or (2) Such member lives and works more than thirty-five (35) miles from the relevant nominations meeting sites.

For additional information regarding in-person voting, see the explanation under the General Rules set forth in this issue, which are applicable to all Locals holding delegate elections. For information relating to the nomination or election process, please contact:

Michael H. Holland
Elections Officer
International Brotherhood of Teamsters
25 Louisiana Avenue, N.W.
Washington, D.C. 20001
Tele: 1-800-828-6496

John F. Henning, Jr.
Regional Coordinator
100 Bush Street, Suite 440
San Francisco, California 94104
Tele: 415-981-4400

Robert R. Duncan
Secretary-Treasurer
Local Union No. 432
8055 Collins Drive
Oakland, California 94621
Tele: (415) 569-5666

(In-Person Voting)
LOCAL UNION NO. 576

SPECIFIC NOTICE OF NOMINATIONS AND ELECTION OF DELEGATES AND ALTERNATES TO IBT CONVENTION**Nomination Notice**

Nominations of candidates for 1 delegate and 1 alternate delegate to the 1991 International Brotherhood of Teamsters Convention in Orlando, Florida, will be held on:

Date: January 16, 1991

Time: 7 PM

Location: General Teamsters Meeting Hall, Bldg. B,
1452 No. 4th St., San Jose, CA 95112

The expense of sending the delegates and alternates to the 1991 International Brotherhood of Teamsters Convention will be paid by the Local Union. To be eligible to

Continued Page 2 of Supplement



Twas right before Christmas in Labor's great house,
A New York judge decreed Holland our spouse.
In writing the rules, he's running amok,
So our Teamster paper won't fit in John's truck.
In this special season of holiday drape,
We could wrap all our gifts with Mr. Holland's red tape.

When the Government's involved, the forests turn pale;

Their first amendment's a long paper trail.
But on to the purpose of our Talk column.
Enough of Mike Holland, he's entirely too solemn.

But we wish him a season of much joy and laughter.

And Merry Christmas, John Henning—Are we wed ever after?

Our Patrick O'Leary, from 484,
Brought us this story of life-long amour.
He said 200 people attended a bash
Which Paulin Creek complex put on with panache.

Because George and Edith, the Liebschers, were wed

For 71 years, that's what Patrick said.
There was singing and dancing at this celebration.

It was Grandparents Day for the rest of the nation.

Son Gordon Liebscher brought out his guitar
And sang ol' cowboy songs, saying, "That's what I are."

Do you know Boston Bernie? He sang and he danced

While Edith and George held hands and romanced.

The songs were oldies, but goodies, we're told;
Show tunes and ragtime, to have and to hold.
San Franciscan George Liebscher just turned ninety-one

TALK, Page 8

Talk

(from Page 7)

On the 4th of July—Where have the years gone?
And **Edith** was 90 the 21st of September
We do hope their party was one to remember.
For 38 years **George** worked, Patrick said
As a regional manager for Langendorf Bread.
Now he's retired living in Santa Rosa
With **Edith** his bride, and he's so glad he chose her.
We're sorry we missed this grand celebration,
You're a credit dear **Liebschers** to this fickle nation.

We heard from **John Estes**, 85's ace reporter:
Local 70's **Frank Connolly** has a granddaughter.
7 pounds 14 ounces, born Oct. 3,
This little angel's name is **Elizabeth Marie**.
Frank's daughter **Kathleen**, and husband **Dan Palmer**
Parent two-year-old **Jonathan** and this little charmer.
To Safeway Non-foods drivers, Union City,
All together now—"Oh Grandpa she's pretty."
To **Frank** and **Diane**, grandparents of three,
Best wishes on the birth of **Elizabeth Marie**.

Can you believe it? '91 is in sight!
God bless you, Teamsters. May our God treat you right.

IN MEMORIAM

Joint Council 7 officers extend condolences to the families and friends of the following Teamster members who died recently:

CASEY, Kition M., Local 70
FERRO, Giobatta B., Local 70
GAMBINO, Frank Angelo, Local 70
JACOBSEN, Gardner James, Local 70
KELLEY, Robert D., Local 70
NUNES, Louis X., Local 70
TOLL, Albert Ellsworth, Local 70
FRANKLIN, Steven, Local 78
BAUER, David, Local 85
NIACARIS, James, Local 85
NOACK, Leonard, Local 85
SIMONETTI, Salvadore, Local 85
STEEMAN, Johannes, Local 85
DUNLEAVY, Ray, Local 226
LANGERMANN, Alfred, Local 226
WELSH, William, Local 226
DEREGO, Russell, Local 287

ADAMS, Leonard W., Local 315
COLLIER, Irvin, F., Local 432
MACDONALD, Peter, Local 576
COLBURN, Charles, Local 665
FONG, Raymond, Local 665
MANNER, Lowell, Local 665
PARKS-SMITH, Eunice, Local 665
MONTANO, Filemon, Local 853
SEARS, Robert, Local 853
THOMAS, John, Local 853
EASON, Robert B., Local 856
TAPIA, Augustine, Local 856
GIRON, Nester, Local 860
RODRIGUEZ, Cruz, Local 890
MONDELLO, Vincenti, Local 896
NELSON, William, Local 921
STRACH, George, Local 921

Examiner
(from Page 2)

undergoing government inspections are taken out of service on the spot. FACT: The Congress and California State Legislature have passed numerous bills regarding driver behavior and industry safety practices over the past five years. This is a response to public demand and highway reality.

Why deregulation? Who benefits? Big Business. Fortune 500 companies—Clorox, Exxon, Colgate, Lever Brothers, just to name a few. With the end of regulation, these and other large shippers used their economic clout to drive freight rates down and to pocket the billions of dollars in savings. Do you think they shared with consumers? Truck deregulation basically has meant a redistribution of income. Increased corporate profits have come out of the pockets of those who work in the industry—our members. It's kind of like Robin Hood in reverse... taking from those in need and rewarding those with greed.

To Mr. Kirps charge that Teamsters are motivated by self-interest, we plead guilty. Our members have been the victims of the State PUC's machinations. We do not apologize for our bias and efforts on their behalf. In our opinion, the interests of those employed in the industry are infinitely more legitimate than those of large corporations seeking greater profits and neo-classical economists who, in spite of the results, continue to advocate economic experimentation using workers as guinea pigs. The projected benefits of deregulation have been nothing but empty promises. What is true in trucking is true in airlines, telecommunications, and especially, the savings and loan industry. This panacea did not get government off the backs of people; it got Big Business on!

Sincerely,
Chuck Mack
President
Teamsters, Joint Council 7

Newspapers

(from Page 1)

strike deadline set for 5 p.m. on Nov. 16 was extended when it appeared progress was being made toward an agreement.

Non-economic issues

According to Papapietro, each Union in the Conference negotiated its non-economic issues separately. He says Local 921 was able to win improvements in a number of areas during its series of negotiating sessions held during the week of Nov. 12.

Specifically, gains were made in the area of seniority, with the Union now controlling shift bidding and bumping rights; successor and assigns language, which guarantees that the contract will remain in effect in the event that the *Chronicle* or *Examiner* are sold or transferred to new owners; health and welfare improvements, with members now being credited for time spent on jury duty or funeral leave; safety standards, including a drop in the weight of newspaper bundles from 45 pounds to 42 pounds; and other areas.

Papapietro says the Union entered negotiations with a "wish list" of about 30 items and won concessions on virtually all of them.

"The employers told us at the beginning of negotiations that we'd be lucky if any of the words (in the old contract) changed," Papapietro says.

He says an agreement on non-economic issues was reached about 5:30 a.m. on Nov. 15 after an all-night negotiating session.

Japanese
(from Page 2)

ion's members work in metal-, machinery- and manufacturing-related occupations, 32 percent work in the service industry, 11 percent work in wholesaling and retailing and 11 percent work in transportation.

The membership is 65 percent male, 35 percent female, and the average age is 42 years old. The Union also represents workers in the medical field and undertakers.

Itinerary

The visiting delegation's journey began with a stop in Paris and continued with a visit to London to view Labor conditions there.

The group continued on to New York, where they joined a picket line comprised of striking *New York Daily News* workers and visited a labor college.

The Bay Area was the last stop on the delegation's itinerary. Saporta says she has since received a letter from the visitors thanking the Teamsters for the assistance they provided during the tour.

The unionists also expressed gratitude that they were able to meet with the Teamster workers featured in the organizing video.

According to Papapietro, newspaper negotiators had at one point earlier in the week suspended talks, but they were coaxed back to the table when the Union threatened to file an unfair labor practice charge against them for failure to negotiate.

Union grateful

Papapietro credits the Conference of Newspaper Unions and the workers it represents for providing the muscle to bring about a settlement.

He also thanks Joint Council 7 President Chuck Mack for speaking at a rally in support of the newspaper workers and the San Francisco Labor Council's Solidarity Committee for its help during the dispute.

TAP

(from Page 2)

says that TAP's mission is to identify and resolve personal problems including alcohol and drug abuse which may have an impact upon health and work performance.

The outcome of such activities shall be healthy work organizations and reduced health care costs. These goals will be accomplished by providing consulting and clinical services which identify and arrange for the treatment of alcohol and drug abuse, providing education services which promote the adoption of healthy lifestyles and providing outreach and fellowship activities which foster the maintenance of healthy lifestyles.

Volunteer support

One of the unique and successful features of the TARP/TAGP services has been the ongoing support provided by program alumni.

The intent of the new TAP administration is to expand and formalize this volunteer support and to create a formal structure to record, recognize and reward the hours and services provided by these "very special people."

Four major service areas have been identified to utilize trained volunteers to support the mission of TAP: Aftercare Programs (weekly meetings and monthly parties); Outreach Services (education and on-site peer counselors); Administrative Support Services (telephone and office assistance); and Fund-Raising Events (golf tournaments).

TAP's ultimate goal is to have trained peer counselors at every worksite and Union Hall to augment the outreach efforts of the professional staff and expand the sense of community throughout Joint Council 7 and not just at the TAP office locations.

For more information, contact TAP at (415) 562-3600.

Conway
(from Page 3)

ees. Rather than opposition to our organizing, we ask for cooperation and assistance. Eliminating doubt, improving wages and benefits and treating employees uniformly can only strengthen their commitment and increase profitability.

Your return is welcome. It signals to our members and Teamster leadership the re-establishment of a management style that has made the company one of the foremost transportation carriers in the world. The future is unlimited if CF is willing to work with, rather than against, the Unions that represent its employees. The competitive market of tomorrow requires a labor-management partnership that can only be built on a foundation of trust, loyalty and commitment today.

We look forward to developing that relationship and are willing to meet with you to discuss its formulation and the other concerns expressed in this letter.

Best wishes.

Sincerely,
Chuck Mack
President
Teamsters, Joint Council 7